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**REPORT  
ON  
SURVEY OF LABOUR CONDITIONS  
IN  
PRINTING PRESSES IN INDIA  
(1965-66)**



सत्यमेव जयते

**LABOUR BUREAU  
MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION  
(DEPTT. OF LABOUR AND EMPLOYMENT)  
GOVERNMENT OF INDIA**





# CONTENTS

PAGE

PREFACE .. .. .	iv
-----------------	----

## CHAPTER I—INTRODUCTION

Location of the Industry .. .. .	1
Genesis of the Survey .. .. .	2
Scope and Design .. .. .	3

## CHAPTER II—EMPLOYMENT

Composition of the Working Force: Distribution by Broad Occupational Groups, Distribution of Workers by 'Covered' and 'Not Covered' Categories under the Factories Act, 1948 .. .. .	5
Employment of Women .. .. .	8
Child Labour .. .. .	9
Time-rated and Piece-rated Workers .. .. .	9
Contract Labour .. .. .	10
System of Recruitment .. .. .	11
Employment Status .. .. .	12
Length of Service .. .. .	13
Absenteeism .. .. .	14
Labour Turnover .. .. .	14
Regulation of Employment of <i>BADLI</i> and Casual Labour .. .. .	14
Training and Apprenticeship .. .. .	14

## CHAPTER III—WAGES AND EARNINGS

Earnings—Average Daily Earnings of Different Categories of Workers , Average Daily Earnings of All Workers .. .. .	16
Dearness Allowance .. .. .	17
Production/Incentive Bonus or Pay .. .. .	18
Night Shift Allowance .. .. .	18
House Rent Allowance .. .. .	18
Transport or Conveyance Allowance .. .. .	19
Attendance Bonus .. .. .	19
Other Cash Allowances .. .. .	19
Bonuses : Annual/Year-end Bonus, Festival Bonus; Profit-sharing Bonus and Other Bonuses .. .. .	19
Fines and Deductions .. .. .	21

## CHAPTER IV—WORKING CONDITIONS

Shifts .. .. .	22
Hours of Work .. .. .	23
Dust and Fumes .. .. .	26
Seating Arrangements .. .. .	26
Conservancy .. .. .	27
Leave and Holidays with Pay: Earned Leave, Casual Leave, Sick-Leave, National and Festival Holidays and Weekly-Off .. .. .	27

## CHAPTER V--WELFARE AND AMENITIES

Drinking Water Facilities .. .. .	33
Washing Facilities .. .. .	34
Bathing Facilities .. .. .	35
Canteens .. .. .	35
Creches .. .. .	36
Lockers .. .. .	36
Rest Shelters .. .. .	37
Recreation Facilities .. .. .	37
Educational Facilities .. .. .	38
Medical Facilities : Hospitals and Dispensaries, Ambulance Rooms, First-aid Boxes .. .. .	38
Transport Facilities .. .. .	39
Housing Facilities .. .. .	39
Other Amenities .. .. .	41

## CHAPTER VI--SOCIAL SECURITY

Provident Fund Schemes .. .. .	42
Pension Schemes .. .. .	43
Gratuity Schemes .. .. .	44
Maternity Benefits .. .. .	44
Industrial Accidents .. .. .	45
Occupational Diseases .. .. .	46

## CHAPTER VII--INDUSTRIAL RELATIONS

Industrial Disputes .. .. .	47
Trade Unionism .. .. .	47
Collective Agreements .. .. .	49
Standing Orders .. .. .	49
Labour and Welfare Officers .. .. .	50
Works Committees .. .. .	50
Production Committees and Other Committees .. .. .	51
Grievance Procedure .. .. .	52
Association of Workers with the Management .. .. .	52

## CHAPTER VIII--LABOUR COST

Labour Cost per Man-day Worked .. .. .	53
Components of Labour Cost : Wages, Premium Pay for Overtime and Late Shifts, Bonuses, Other Cash Payments and Money Value of Concessions in Kind, Social Security Contributions, Subsidies, Direct Benefits, Some other Payments Related to Labour Cost and Others .. .. .	54

## CHAPTER IX-- SUMMARY OF FINDINGS

Summary of Findings .. .. .	65
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## APPENDIX

Appendix : A Brief Note on the Sample Design and the Method of Estimation Adopted .. .. .	70
-------------------------------------------------------------------------------------------	----

## (III)

## STATISTICAL TABLES

State- ment	Synopsis	Page
1	2	3
1·1	State-wise Distribution of Printing Presses in India and Average Daily Employment therein During 1965 .. .. .	1
1·2	Number of Printing Presses and Workers Employed therein in the Frame, Sample, etc. .. .. .	4
2·1	Estimated Percentage Distribution of Workers by Broad Occupational Groups .. .. .	5
2·2	Estimated Percentage Distribution of Workers by 'Covered' and 'Not Covered' Categories under the Factories Act, 1948 .. .. .	7
2·3	Estimated Proportion of Women Workers .. .. .	8
2·4	Estimated Percentage Distribution of 'Production and Related Workers (including Supervisory)' by Method of Payment .. .. .	9
2·5	Estimated Percentage of Printing Presses Employing Contract Labour .. .. .	10
2·6	Estimated Percentage Distribution of Directly Employed Production and Related Workers by Employment Status .. .. .	12
2·7	Estimated Percentage Distribution of Directly Employed 'Production and Related Workers (including Supervisory)' According to Length of Service .. .. .	13
3·1	Estimated Average Daily Earnings of Workers by Broad Occupational Groups .. .. .	16
3·2	Average Daily Earning of All Workers by Components .. .. .	17
4·1	Estimated Percentage of Printing Presses According to Number of Shifts .. .. .	22
4·2	Estimated Percentage Distribution of Printing Presses According to Change-over of Workers .. .. .	23
4·3	Daily Hours of Work in the Printing Press Industry .. .. .	24
4·4	Estimated Percentage Distribution of Printing Presses According to Duration of Spread-over and Rest-interval, etc. .. .. .	25
4·5	Estimated Percentage of Printing Presses Granting Various Types of Leave and Holidays with Pay .. .. .	28
4·6	Estimated Proportion of Workers Granted Earned Leave with Pay .. .. .	29
4·7	Estimated Percentage Distribution of Printing Presses Granting National and/or Festival Holidays with Pay, etc. .. .. .	31
5·1	Drinking Water Facilities in the Printing Press Industry .. .. .	34
5·2	Estimated Percentage of Printing Presses Providing Houses, etc. .. .. .	40
5·3	Estimated Percentage of Workers Allotted Houses .. .. .	41
6·1	Estimated percentage of Printing Presses having Provident Fund Schemes, etc. .. .. .	43
6·2	Estimated Proportion of Workers Involved in Accidents by Nature of Accidents .. .. .	45
7·1	Number of Disputes Resulting in Work-Stoppages, Workers Involved and Man-days lost in "Printing, Publishing and Allied Industries" .. .. .	47
7·2	Estimated Percentage of Printing Presses where Workers were Members of Trade Unions, etc. .. .. .	48
8·1	Estimated Labour Cost per Man-day Worked in the Printing Press Industry .. .. .	54
8·2	Estimated Labour Cost per Man-day Worked by Main Components .. .. .	55
8·3	Estimated Break-up of 'Wages' Cost by Components .. .. .	57
8·4	Estimated Cost of Social Security Contributions Per Man-day Worked .. .. .	59
8·5	Estimated Cost of Subsidies per Man-day Worked .. .. .	62
9·1	Salient Features of the Printing Press Industry .. .. .	68



## PREFACE

Ever since India entered the Industrial field over a century ago, the industrial labour in the country and its problems have been the subject of interest. From earlier emphasis on prevention of exploitation of labour, the interest has now shifted to providing them a fair deal and fuller opportunities. Surveys that bring out true conditions of labour provide a sound base to the present day approach to problems of labour in India, in the context of planned economic development of the country.

A detailed survey on a country-wide basis of the working and living conditions of industrial labour was conducted by the Labour Investigation Committee, appointed by the Government of India in 1944. The years that followed witnessed far reaching changes in the set-up of the country, its basic policies and national objectives. As a result, the well-being of the working class came to be recognised as an essential factor in the long-term strategy for industrial advance and in the overall economic stability and progress of the country. The adoption of this policy has brought about a new awakening in the ranks of labour and has afforded them much relief in various directions through legislation and other measures.

In order to assess the impact of these measures on the industrial labour and to make an appraisal of their present conditions, a scheme for a comprehensive Survey of Labour Conditions was incorporated in the Second Five Year Plan. Its execution was entrusted to the Labour Bureau. The Survey was conducted according to a phased programme in 46 industries. This Report presents data regarding the Printing Press Industry covered under the Scheme during 1965-66.

The present Survey differs considerably from similar investigations in the past in matters of design, scope and presentation of data. It has also certain distinguishing features. For example, it furnishes data separately for large and small establishments in various industries, makes a limited study of labour cost in relation to the benefits and amenities that the workers now enjoy, and provides first-hand information on certain important aspects of labour management relations. Attempt has also been made to collect and interpret data on certain conventional items in a more meaningful way. In the presentation of the data, the effort has been to reduce the information into quantitative terms so as to serve as a bench-mark for purposes of evaluation of changes at a future date. Recourse to general description has been resorted to only where the other type of treatment was not possible.

In a Survey of this magnitude, it was but natural that many problems had to be faced both in planning as well as execution. Most of these flowed from non-availability of up-to-date frames and absence or improper maintenance of records in many establishments. In many cases, the field staff had almost to build up the required statistics from various sources. This naturally imposed a heavy demand on the industrial managements canvassed and the Bureau is deeply indebted to them for their wholehearted co-operation. The co-operation and valuable assistance received from associations of employers and workers, Labour Commissioners as well as Chief Inspectors of Factories and other officials of State Labour Departments is also gratefully acknowledged.

[The debt of gratitude that I owe to the Central Statistical Organisation and the Chief Adviser of Factories\* for evincing keen interest in the Survey and rendering technical advice on various matters is indeed great. I am also thankful to the Employment Division of the Planning Commission for examining the Schedule and Instructions and offering useful suggestions. I am equally grateful to the Bureau of Labour Statistics, U.S.A. Social Survey Division, Ministry of Labour and Social Service, U.K., Economics and Research Branch, Department of Labour, Canada, and Labour Statistics and Research Division, Ministry of Labour, Japan, whose advice was sought on several technical matters.

The primary responsibility for conducting the present round (fourth and final) of the Survey was borne by Dr. J. N. Mongia, Deputy Director, supported by other officers of the Bureau on various statistical problems arising out of the Survey. The field investigations were carried out by Sarvashri A. S. Parmar, Harjinder Singh, R. K. Pillay, Khajan Singh, K. N. Upadhyaya, R. N. Tiwari, G. S. Kochhar, Harish Prakash, George Jacob, V. K. Lohumi, L. D. Khanna, M. P. Kanaujia, R. L. Khosla, R. K. Bhargava, S. C. Luthra and L. K. Kanuga under the supervision of Sarvashri R. N. Mondal, Mahesh Chandra, P. T. Deshpande and Balwant Singh Bhola.

The preliminary draft of this Report was prepared by Shri P. T. Deshpande, Investigator Grade I, and was finalised by Shri Harbans Lal, Deputy Director, with the assistance of Shri H. B. L. Bhatnagar, Assistant Director, and Shri P. D. Gupta, Investigator Grade I. Shri Bhatnagar was also responsible for supervising the manual tabulation of data. Part of the data relating to Survey of Labour Conditions in industries covered during the fourth round (1965-66) was, for the first time, tabulated by the Machine Tabulation Unit of the Labour Bureau under the supervision of Shri Subir Kumar Gupta, Assistant Director. Sarvashri K. C. Sharma, Mohan Lal and Kuljit Singh, Computers, assisted in computation of data. To all these I am deeply thankful.

The views expressed in this Report are not necessarily those of the Ministry of Labour, Employment and Rehabilitation (Deptt. of Labour and Employment), Government of India.

LABOUR BUREAU, SIMLA

*Dated the March 24, 1969,*

K. K. BHATIA

*Director*

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\*Now designated as Director General of Factory Advice Service and Labour Institutes.

## CHAPTER I

### INTRODUCTION

Printing Industry is one of the important industries in the country providing employment to over a lakh of workers. A large majority of the units employ a small number of workers, mostly in tens or so. Big establishments are, generally, in the public sector, owned by Central or State Governments. Some of the large units are also owned by newspaper establishments.

#### 1.1. Location of the Industry

Statement 1.1. gives State-wise distribution of Printing Presses in the country during 1965 and the number of workers employed therein.

#### STATEMENT 1.1

*State-wise Distribution of Printing Presses in India and Average Daily Employment therein during 1965*

States						Number of Printing Presses	Average Daily Employment
1						2	3
1. Andhra Pradesh	..	..	..	..	..	189 (5·71)	4,432 (3·81)
2. Assam	..	..	..	..	..	28 (0·84)	1,280 (1·10)
3. Bihar	..	..	..	..	..	465 (14·04)	5,051 (4·34)
4. Gujarat	..	..	..	..	..	156 (4·71)	5,163 (4·44)
5. Jammu and Kashmir	..	..	..	..	..	4 (0·12)	97 (0·08)
6. Kerala	..	..	..	..	..	194 (5·86)	4,696 (4·04)
7. Madhya Pradesh	..	..	..	..	..	78 (2·36)	3,526 (3·03)
8. Madras*	..	..	..	..	..	513 (15·49)	16,161 (13·89)
9. Maharashtra	..	..	..	..	..	575 (17·36)	31,289 (26·89)
10. Mysore	..	..	..	..	..	115 (3·47)	3,452 (2·97)
11. Orissa	..	..	..	..	..	25 (0·76)	1,973 (1·69)
12. Punjab	..	..	..	..	..	79 (2·39)	4,195 (3·60)
13. Rajasthan	..	..	..	..	..	269 (8·12)	2,823 (2·43)
14. Uttar Pradesh	..	..	..	..	..	223 (6·73)	10,027 (8·62)

\*Named Tamil Nadu with effect from January 14, 1969.



STATEMENT 1.1—*contd.*

	1					2	3
15. West Bengal .. .. .	..	..	..	..	..	279 (8.42)	16,223 (13.94)
16. Delhi .. .. .	..	..	..	..	..	118 (3.56)	5,867 (5.04)
17. Andaman and Nicobar .. .. .	..	..	..	..	..	1 (0.03)	49 (0.04)
18. Tripura .. .. .	..	..	..	..	..	1 (0.03)	66 (0.05)
Total .. .. .						3,312 (100.00)	1,16,370 (100.00)

NOTE:—Figures in brackets are percentages to the respective totals.

Source:—Returns received under the Factories Act, 1948, for the year 1965.

It will be seen from the Statement (1.1) that the Industry is scattered throughout the country and is shared by almost all the States and Union Territories. However, from the point of view of the number of factories and employment, Maharashtra occupies the top position having about 17 per cent. of the factories and nearly 27 per cent. of the total employment. About 14 per cent. of the workers were employed in each of the two States of Madras\* and West Bengal.

## 1.2. *Genesis of the Survey*

The first comprehensive survey of conditions of labour in various industries in India, on a country-wide basis, was conducted by the Royal Commission on Labour during 1929-31. On the basis of its report and findings, various ameliorative measures were introduced by the Government in the labour field. After a lapse of over a decade, i.e., in 1944 the Government of India appointed another Committee viz., the Labour Investigation Committee, to enquire into the conditions of labour in all important industries. The Committee conducted detailed investigations in 38 industries during 1944-45 and, besides a main report on labour conditions in general, published individual reports in respect of various industries including the Printing Press Industry. These reports provided valuable material for the formulation of labour policy. The years that followed witnessed many changes of far-reaching significance. For instance, many legislative measures were adopted to improve working and living conditions and several schemes were enforced for promoting welfare and social security of workers. The setting up of the adjudication machinery also led to improvement in the conditions of work and wages of workers in various industries. Above all, the attainment of Independence by the country in 1947 gave a new status to the working classes. With a view to evaluating and assessing the effects of the various measures adopted, the Ministry of Labour and Employment as well as the Planning Commission considered it necessary that a fresh comprehensive survey of labour conditions in various industries should be conducted. Such a survey, it was felt, would also help the Government in obtaining a precise picture of the existing conditions and problems of labour for purposes of deciding the future

\*Named Tamil Nadu with effect from January 14, 1969.

course of action. Accordingly, a scheme for the conduct of a Survey of Labour Conditions was included in the Second Five Year Plan and the Labour Bureau was entrusted with its execution. The scheme drawn up by the Bureau envisaged the coverage of 46 industries according to a phased programme in four rounds. Printing Press Industry was one of the 18 industries covered during the fourth round (1965-66) of the Survey of Labour Conditions.

### 1.3. *Scope and Design*

A note given in the appendix of this Report spells out the details relating to the sample design and method of estimation adopted. In view of the absence of a complete list of all Printing Presses in the country, it was decided that the scope of the Survey should be restricted to establishments registered under the Factories Act, 1948. The list of registered factories during 1963 was used as the frame except in case of Andhra Pradesh and Maharashtra for which the list related to the year 1962. These lists indicated a high concentration of Printing Presses in Maharashtra, Madras and West Bengal. It was, therefore, considered desirable to obtain separate estimates for these states and hence they were treated as separate regional strata. All other Printing Presses in other areas were clubbed together to form the Residual Stratum.

The past experience of surveys in other industries had shown that wide variations existed in conditions of work, standards of welfare, amenities, etc., in the establishments of different size-groups in each industry. It was, accordingly, decided that for purposes of the Survey, Printing Presses should be divided into two size-groups, large and small. For this purpose, the cut-off point chosen was 36 which was approximately equal to the average size of employment per unit. As regards the sample size, 25 per cent. of the large-size and 12.5 per cent. of the small-size units were considered to be adequate to yield reliable results. Statement 1.2 shows the number of Printing Presses together with the number of workers employed therein (a) in the frame, (b) in the sample and (c) in the sample actually covered.

From the figures given in the Statement (1.2) it would be seen that the Survey ultimately covered about 13 per cent. of the Printing Presses and nearly 19 per cent. of the workers employed therein. Since only such presses came in the sample as featured in the frame and as it was not possible to take account of the new units which came into being up to and during the period of the Survey, the information given in this Report should be treated to relate to presses which were in existence during the period to which the frame related (i.e., 1962-63) and which continued to exist till the time of the Survey (i.e., 1965-66).

The data were collected through personal visits of the field staff of the Bureau. With a view to testing the schedule and instructions prepared for the Survey, as also to impart training to the field staff, a pilot enquiry was conducted in September-October, 1959, before launching the First Round of the main Survey of Labour Conditions Scheme in December, 1959. On the basis of the pilot enquiry as well as the experience gained during the earlier three rounds of the Survey, some major changes were

carried out in the schedule\* used for the collection of the data in the Fourth Round of the Survey. The field Survey in this Industry was conducted during the period April, 1965, to February, 1966, and as such, except where otherwise specified, the data should be treated to relate to this period i.e., 1965-66.

## STATEMENT 1.2

*Number of Printing Presses and Workers Employed therein in the Frame, Sample, etc.*

Centre	In the Frame (1962-63)		In the Sample Selected		In the Sample Actually Covered	
	Number of Presses	Number of Workers Employed	Number of Presses	Number of Workers Employed	Number of Presses	Number of Workers Employed
1	2	3	4	5	6	7
Maharashtra .. ..	576	29,897	91	5,740	86 (14.93)	5,638 (18.86)
Large Presses ..	147	23,183	37	4,904	36 (24.49)	4,850 (2.09)
Small Presses ..	429	6,714	54	836	50 (1.17)	788 (11.74)
Madras .. ..	530	15,347	76	2,529	75 (1.42)	2,524 (1.64)
Large Presses ..	70	9,527	18	1,791	18 (25.71)	1,791 (18.80)
Small Presses ..	460	5,820	58	738	57 (12.39)	733 (12.59)
West Bengal .. ..	250	15,717	43	3,268	41 (16.40)	3,201 (2.04)
Large Presses ..	86	12,810	22	2,897	21 (24.42)	2,856 (22.30)
Small Presses ..	164	2,907	21	371	20 (12.20)	345 (11.87)
Residual .. ..	1,759	47,595	249	9,204	217 (12.34)	8,813 (18.52)
Large Presses ..	227	30,940	57	7,055	56 (24.67)	6,955 (22.48)
Small Presses ..	1,532	16,655	192	2,149	161 (10.51)	1,858 (11.16)
All India .. ..	3,115	1,08,556	459	20,741	419 (13.45)	2,076 (18.59)
Large Presses ..	530	76,460	134	16,847	131 (24.72)	16,452 (21.52)
Small Presses ..	2,585	32,096	325	4,094	288 (11.14)	3,724 (11.60)

\* The Schedule used for the Survey has been published in the Report on Survey of Labour Conditions in Artificial Manure Factories in India (1965-66).

NOTE:—Figures within brackets in Cols. (6) and (7) are percentages to the total number of presses and workers as given in Cols. (2) and (3), respectively.

## CHAPTER II

### EMPLOYMENT

During the course of the present Survey, in order to ensure comparability and uniformity, data in respect of employment were collected from the sampled establishments as on a specified date i.e., 31st March, 1965. On the basis of these data, the total employment strength of the Printing Presses registered under the Factories Act, 1948, is estimated at about 1.43 lakhs on the above date. This estimate, however, differs from the corresponding figures collected under the Factories Act, 1948 (i.e., about 1.16 lakhs) for the year 1965. The main reason for the difference between the two figures is that whereas the former represents the estimate based on the actual number of persons on roll on a particular date, the latter shows the average daily employment for the whole year. Besides, while the former includes even those employees who, though employed in registered factories, were deemed to be 'not covered' under the Factories Act, 1948, the latter figure does not take such employees into account.

#### 2.1. Composition of the Working Force

##### 2.1.1. Distribution by Broad Occupational Groups

For purposes of the present Survey, the internationally accepted classification\* of employees was followed and, accordingly, the workers in the Printing Press Industry were classified into the following categories:

- (a) Professional, Technical and Related Personnel.
- (b) Administrative, Executive and Managerial Personnel.
- (c) Clerical and Related Workers (including Supervisory).
- (d) Production and Related Workers (including Supervisory).
- (e) Watch and Ward and Other Services.

Based on the above classification, the proportion of workers in different occupational groups as revealed by the Survey is given in Statement 2.1.

STATEMENT 2.1  
*Estimated Percentage Distribution of Workers by Broad Occupational Groups*  
(31st March, 1965)

Centre	Total Number of Workers†	Estimated Percentage of Workers				
		Professional Technical and Related Personnel	Administrative, Executive and Managerial Personnel	Clerical and Related Workers (including Supervisory)	Production and Related Workers (including Supervisory)	Watch and Ward and Other Services
1	2	3	4	5	6	7
Maharashtra ..	39,990	1.7	2.4	7.4	84.7	3.8
Large Presses ..	31,233	1.7	1.2	8.0	84.7	4.4
Small Presses ..	8,757	1.4	6.9	5.1	90.6	2.0

\* International Standard Classification of Occupations.

† 'Covered' as well as 'Not Covered' under the Factories Act, 1948.

STATEMENT 2.1—*contd.*

1	2	3	4	5	6	7
Madras .. ..	21,046	4.3	5.8	11.5	69.9	8.5
Large Presses ..	14,145	5.7	5.5	13.7	64.4	10.7
Small Presses ..	6,901	1.6	6.3	7.0	71.1	4.1
West Bengal .. ..	22,545	1.9	4.9	11.3	69.9	12.0
Large Presses ..	18,982	2.1	4.8	12.4	67.1	13.6
Small Presses ..	3,563	0.9	5.3	5.8	84.3	3.7
Residual .. ..	59,816	3.7	3.0	9.9	78.0	5.4
Large Presses ..	42,405	5.2	1.1	11.7	75.6	6.4
Small Presses ..	17,411	0.2	7.8	5.6	83.7	2.7
All India .. ..	1,43,397	3.0	3.5	9.7	77.4	6.4
Large Presses ..	1,06,765	3.7	2.3	11.0	75.3	7.7
Small Presses ..	36,832	0.8	7.1	5.8	83.5	2.8

\*“Covered, as well as ‘Not-Covered’ under the Factories Act, 1948.

The statement shows that an overwhelming majority of the working force (about 77 per cent.) belonged to the group ‘Production and Related Workers (including Supervisory)’. The proportion of workers in this group among different centres varied from about 70 per cent. in Madras and West Bengal to about 85 per cent. in Maharashtra. At the all-India as well as centre level, the proportion of the workers belonging to this group was higher in small units than that in large ones. In the Industry, as a whole, ‘Clerical and Related Workers (including Supervisory)’ constituted the next important group with about 10 per cent. of the total employment, followed by ‘Watch and Ward and Other Services’ (about 6 per cent.). The proportion of workers in both these groups was higher in large units than in small ones. Employees in the group ‘Administrative, Executive and Managerial Personnel’ accounted for about 4 per cent. of the total employment and the remaining 3 per cent. were ‘Professional, Technical and Related Personnel’. The proportion of workers in both these groups was the highest in Madras and the lowest in Maharashtra.

#### 2.1.2. *Distribution of Workers by ‘Covered’ and ‘Not Covered’ Categories under the Factories Act, 1948*

According to the Factories Act, 1948, a worker has been defined as “a person employed directly or through any agency, whether for wages or not, in any manufacturing process, or in cleaning any part of the machinery or premises used for a manufacturing process, or in any other kind of work incidental to, or connected with, the manufacturing process or the subject of the manufacturing process.....”. It was observed, during the course of the Survey, that there was no uniformity with regard to the interpretation of the above definition of ‘workers’ and, consequently, while some units had included certain categories of workers among those covered under the Factories Act, others tended to exclude them. It is estimated that such workers as were ‘not covered’ under the Factories Act, 1948, formed about 15 per cent. of the total working force in the Printing Press Industry. Details of workers ‘covered’ and ‘Not covered’ in different occupational groups are given in Statement 2.2.

## STATEMENT 2.2

*Estimated Percentage Distribution of Workers by 'Covered' and 'Not Covered' Categories under the Factories Act, 1948*

(31st March, 1965)

Centre	Professional, Technical and Related Personnel		Administrative, Executive and Managerial Personnel		Clerical and Related Workers (including Supervisory)		Production and Related Workers (including Supervisory)		Watch and Ward and Other Services		Total	
	Covered	Not Covered	Covered	Not Covered	Covered	Not Covered	Covered	Not Covered	Covered	Not Covered	Covered	Not Covered
	1	2	3	4	5	6	7	8	9	10	11	12
Maharashtra	53.5	46.5	24.5	75.5	54.5	45.5	99.8	0.2	67.6	32.4	92.7	7.3
Large Presses	55.8	44.2	35.5	64.5	48.0	52.0	99.9	0.1	63.6	36.4	92.7	7.3
Small Presses	43.5	56.5	18.0	82.0	91.2	8.8	99.4	0.6	100.0	—	92.5	7.5
Madras	16.6	83.4	53.0	47.0	84.2	15.8	98.9	1.1	93.6	6.4	90.5	9.5
Large Presses	10.3	89.7	64.0	36.0	86.9	13.1	100.0	—	100.0	—	91.1	8.9
Small Presses	64.5	35.5	33.3	66.7	73.0	27.0	97.1	2.9	59.6	40.4	89.4	10.6
West Bengal	14.5	85.5	6.3	93.7	33.7	66.3	83.9	16.1	18.6	81.4	65.3	34.7
Large Presses	7.8	92.2	2.4	97.6	32.6	67.4	80.3	19.7	15.6	84.4	60.3	39.7
Small Presses	100.0	—	24.9	75.1	46.1	53.9	99.5	0.5	76.9	23.1	91.6	8.4
Residual	14.7	85.3	31.1	68.9	43.1	56.9	99.2	0.8	44.9	55.1	85.5	14.5
Large Presses	14.5	85.5	46.2	53.8	39.1	60.7	99.25	0.8	38.9	61.1	83.4	16.6
Small Presses	24.2	75.8	26.1	73.9	62.9	37.1	99.2	0.8	80.0	20.0	90.8	9.2
All India	21.1	78.9	29.7	70.3	51.0	49.0	97.2	2.8	50.4	49.6	85.1	14.9
Large Presses	18.6	81.4	34.3	65.7	47.6	52.4	96.5	3.5	46.9	53.1	83.0	17.0
Small Presses	54.9	45.1	25.3	74.7	60.5	39.5	98.9	1.1	77.4	22.6	91.0	9.0

It would be seen from the Statement that the proportion of workers 'not covered' under the Factories Act, was the highest (about 79 per cent.) in the group 'Professional, Technical and Related Personnel' and the lowest (about 3 per cent.) in the group 'Production and Related Workers (including Supervisory)'. About 16 per cent. of the production workers in West Bengal were not covered under the Act whereas in other centres, their proportion was very small. As between the two size-groups, the percentage of workers 'not covered' under the Act, in large presses was 17 as against only 9 in small presses, at the all-India level.

A further examination of the data collected has revealed that, of the total of about 1.22 lakh workers covered under the Act, about 88 per cent. were production and related workers, 4 per cent. were watch and ward employees, nearly 6 per cent. belonged to the clerical category and one per cent. each were administrative, executive and managerial personnel and professional, technical and related personnel. Similarly, the break-up of the total number of about 21,400 workers 'not covered' under the Act was about 14,21,32,17 and 16 per cent. for the above mentioned groups respectively.

## 2.2. Employment of Women

Employment of women, though not uncommon in the Printing Press Industry, was almost insignificant. Despite the fact that about 6 per cent. of the Printing Presses in the country employed women workers, they constituted only about one per cent. of the total working force. As such, the Printing Press Industry may be considered to be primarily a male-employing industry. This inference compares favourably with the findings of the Labour Investigation Committee (1944-45) which had termed the Industry as essentially a masculine industry. Based upon the results of the present Survey, the estimates regarding the employment strength of women workers and the units employing them are presented in Statement 2.3.

STATEMENT 2.3  
*Estimated Proportion of Women Workers*  
(31st March, 1965)

Centre	Total Number of Presses*	Percentage of Presses Employing Women	Total Number of Workers†	Percentage of Women Workers to the Total Number of Workers Employed	Percentage of Women Workers to the Total Number of Women Employed in the Industry
1	2	3	4	5	6
Maharashtra	527	11.2	39,990	1.1	21.0
Large Presses	144	25.0	31,233	0.9	17.6
Small Presses	383	0.0	8,757	1.4	39.0
Madras	505	3.0	21,046	0.7	7.5
Large Presses	68	11.1	14,145	0.5	4.3
Small Presses	437	1.8	6,901	1.1	24.2
West Bengal	237	11.6	22,545	2.1	23.4
Large Presses	83	23.8	18,982	2.3	26.4
Small Presses	154	5.0	3,563	0.7	7.6
Residual	1,657	4.1	59,816	1.6	48.1
Large Presses	220	14.3	42,405	2.0	51.7
Small Presses	1,437	2.5	17,411	0.5	29.2
All India	2,926	5.8	1,43,397	1.4	100.0
Large Presses	515	18.4	1,06,765	1.6	100.0
Small Presses	2,411	3.1	36,632	0.9	100.0

\*The number of presses given here is different from that given in Statement 1.2. The difference is due to the fact that a number of presses were found closed at the time of the Survey.

†'Covered' as well as 'Not Covered' under the Factories Act, 1948.

Of the total women workers in the Industry, about 48 per cent. were employed in units located in the Residual Group, about 23 per cent. in West Bengal, 21 per cent. in Maharashtra and the rest i.e., about 8 per cent in Madras.

Data were also collected in respect of the distribution of women workers by broad occupational groups. It was found that about 75 per cent. of the women workers belonged to the group 'Production and Related Workers (including Supervisory)', about 17 per cent. to the group 'Clerical and Related Workers (including Supervisory)', and about 3 per cent. each to the group 'Professional, Technical and Related Personnel' and 'Watch and Ward and Other Services'. The rest comprised 'Administrative, Executive and Managerial Personnel'. As production workers, women were usually employed for composing, binding, packing and labelling work. The other jobs on which women were employed were typing, accounting and maintaining files, journalism, sweeping, etc. No particular reasons for the employment of women workers were given by the employers.

### 2.3. Child Labour

As regards child labour, the position observed during the present Survey was almost the same as at the time of the Labour Investigation Committee's Enquiry (1944-45), which remarked that "there was a sprinkling of children and adolescents" in the Printing Press Industry. During the present Survey, it was observed that only 5 presses (one large and 4 small) in the Residual Group, which together constituted about one per cent. of the Printing Presses in the country, employed 15 children in all and they accounted for a negligible proportion of the total working force. The children were mainly employed on such jobs as printing, binding and composing. Only two of the 15 children were employed for cleaning the work-rooms and doing peon's work.

### 2.4. Time-rated and Piece-rated Workers

The present Survey revealed that, though both the systems of payment i.e., time-rates and piece-rates were prevalent in the Industry, payment by time predominated inasmuch as about 96 per cent. of the production workers in the Industry were time-rated. Statement 2.4 gives the distribution of 'Production and Related Workers (including Supervisory)' employed directly as well as through contractors and covered under the Factories Act, 1948, by modes of payment.

**STATEMENT 2.4**  
*Estimated Percentage Distribution of 'Production and Related Workers (including Supervisory)' by Method of Payment*  
(31st March, 1965)

Centre	Total Number of Production Workers*	Distribution of workers into		Percentage Distribution of workers by sex and Method of Payment					
		Time-rated	Piece-rated	Men		Women		Children	
				Time-rated	Piece-rated	Time-rated	Piece-rated	Time-rated	Piece-rated
1	2	3	4	5	6	7	8	9	10
Maharashtra	33,811	98.2	1.8	98.2	1.8	100.0	—	—	—
Large Presses	26,453	98.2	1.8	98.2	1.8	100.0	—	—	—
Small Presses	7,358	98.1	1.9	98.1	1.9	100.0	—	—	—



STATEMENT 2.4—*contd.*

	1	2	3	4	5	6	7	8	9	10
Madras ..	14,545	95.4	4.6	95.4	4.6	100.0	—	—	—	—
Large Presses	9,109	94.0	6.0	94.0	6.0	—	—	—	—	—
Small Presses	5,436	97.9	2.1	97.9	2.1	100.0	—	—	—	—
West Bengal	13,217	98.7	1.3	98.7	1.3	100.0	—	—	—	—
Large Presses	10,230	100.0	—	100.0	—	100.0	—	—	—	—
Small Presses	2,987	94.4	5.6	94.4	5.6	100.0	—	—	—	—
Residual ..	46,265	94.8	5.2	94.8	5.2	96.8	3.2	100.0	—	—
Large Presses	31,815	97.1	2.9	97.0	3.0	100.0	—	100.0	—	—
Small Presses	14,450	89.7	10.3	89.8	10.2	67.1	32.9	100.0	—	—
All India ..	1,07,838	96.4	3.6	96.4	3.6	98.3	1.7	100.0	—	—
Large Presses	77,607	97.5	2.5	97.5	2.5	100.0	—	100.0	—	—
Small Presses	30,231	93.7	6.3	93.7	6.3	89.5	10.5	100.0	—	—

\*Covered under the Factories Act, 1948 whether employed direct or through contractors.

It would be seen from the Statement that piece-rated workers were employed in all the centres but their proportion was the highest (5.2 per cent.) in the Residual Group, closely followed by Madras (4.6 per cent.), and the lowest (about 1 per cent.) in West Bengal. Further, about 96 per cent. of men and about 98 per cent. of women employees were time-rated. In Maharashtra, Madras and West Bengal, all the women workers employed were paid on the basis of time. Children, who were employed in the Residual Group only, were also all time-rated.

2.5. *Contract Labour*

During 1944-45, the Labour Investigation Committee had reported the employment of contract labour in binding and composing sections but such labour formed a small fraction of the total employment in the Printing Press Industry. The present Survey has also revealed that only about 4 per cent. of the Printing Presses in the country had employed contract labour which formed just one per cent. of the total Production Workers in the Industry. Details about the extent of workers employed through contractors have been presented in Statement 2.5.

## STATEMENT 2.5

*Estimated Percentage of Printing Presses Employing Contract Labour*  
(31st March, 1965)

Centre	Number of Presses	Percentage of Presses Employing Contract Labour	Total Number of Production Workers*	Number of Production Workers Employed Through Contractors
1	2	3	4	5
Maharashtra ..	527	1.5	33,811	436
Large Presses ..	144	11.1	26,453	(1.3) 413
Small Presses ..	383	2.0	7,358	(1.6) 23
				(0.3)

STATEMENT 2.5—*contd.*

	1	2	3	4	5
Madras .. ..	503	—	14,545	—	
Large Presses .. ..	68	—	9,109	—	
Small Presses .. ..	437	—	5,436	—	
West Bengal .. ..	237	—	13,217	—	
Large Presses .. ..	83	—	10,230	—	
Small Presses .. ..	154	—	2,987	—	
Residual .. ..	1,657	5.0	46,265	610	(1.3)
Large Presses .. ..	220	5.4	31,815	162	(0.5)
Small Presses .. ..	1,437	5.0	14,450	448	(3.1)
All India .. ..	2,926	3.7	1,07,838	1,046	(1.0)
Large Presses .. ..	515	5.4	77,607	575	(0.7)
Small Presses .. ..	2,411	3.3	30,231	471	(1.6)

NOTE—Figures within brackets in column 5 are percentages to those in column 4.

\*Covered under the Factories Act, 1948.

It would be seen from the Statement (2.5) that contract labour was employed in some of the presses in Maharashtra and the Residual Group only.

Contract labour was mainly engaged on composing and binding work. The main reasons put forth by the managements for the employment of contract workers were that contract labour was economical for work of intermittent nature, was readily available and could execute the job expeditiously in times of rush. The management was also saved of the botheration of supervising their work.

#### 2.6. System of Recruitment

The Labour Investigation Committee at the time of their Enquiry during 1944-45 had found that there was no special system of recruitment of workers in the Printing Press Industry. Different methods of recruitment followed were at the press gate, through friends and relatives who were already in service, advertisement and Employment Exchanges. In some cases, waiting lists of suitable candidates were drawn up in order of merit and jobs were offered to them as and when vacancies arose.

According to the present Survey, a majority of the workers (about 70 per cent.) were found to have been recruited directly by the managements at the gates of the press. Nearly 14 per cent. of the workers were recruited through Employment Exchanges and hardly one per cent. through labour contractors. The remaining about 15 per cent. of the workers were recruited through Head Offices, Recruitment Boards, etc. Labour contractors were found in a few large presses in Maharashtra only.

As regards different centres, it was observed that, in Madras, 97 per cent. of the workers were recruited directly, mostly at the press gate, followed by West Bengal where the corresponding percentage was 81. In Maharashtra, nearly 56 per cent. of the workers were recruited at the press gate, about 19 per cent. through Employment Exchanges and about 12 per cent. through a Commission. Similarly, in the Residual Group, about two-thirds of the working force had been recruited at the gate.

about one-fifth through Employment Exchanges and about one-tenth through a Commission. For the recruitment of the remaining workers in all the centres, recourse was taken to other methods such as advertisement, interview, Head Office, etc. In small Printing Presses all over the country, the predominant practice was to recruit workers directly, mostly at the gate, as about 94 per cent. of the workers in small units were so recruited as against about 61 per cent. of the workers in large-size establishments.

### 2.7. Employment Status

According to the Labour Investigation Committee which conducted their Enquiry in 1944-45, except in a few big presses, there was generally no regular system of classification of workers as temporary and permanent. With the enactment of the Industrial Employment (Standing Orders) Act, 1946, it has become obligatory for all establishments employing 100 or more workers to classify their employees into various categories according to employment status, i.e., permanent, temporary, probationers, *badlis*, casual, etc. Information pertaining to classification of 'Production Workers' into different categories according to employment status was collected during the course of the present Survey. In those sampled units where framing of Standing Orders was not obligatory, or the same had not been otherwise framed, reliance was placed on the version of the management regarding the employment status of their workers.

The Survey results show that in the Industry, as a whole, about 78 per cent. of the 'Production and Related Workers (including Supervisory), were permanent, 20 per cent. were temporary and the rest were casual workers, *badlis*, apprentices and probationers. Details appears in Statement 2.6.

### STATEMENT 2.6

#### *Estimated Percentage Distribution of Directly Employed Production and Related Workers by Employment Status* (31st March, 1965)

Centre	Total Number of Production Workers (employed direct)**	Percentage Distribution of Workers					
		Permanent Workers	Proba- tioners	Temporary Workers	<i>Badlis</i>	Casual Workers	Appren- tices (paid)
1	2	3	4	5	6	7	8
Maharashtra ..	33,375	79.1	0.8	17.1	—	1.5	1.4
Large Presses	26,040	79.8	1.0	16.7	—	1.6	0.9
Small Presses	7,335	76.6	0.1	18.8	—	1.4	3.1
Madras ..	14,545	85.2	1.2	12.7	—	0.4	0.5
Large Presses	9,109	87.4	0.3	11.7	—	—	0.6
Small Presses	5,436	81.4	2.8	14.3	—	1.1	0.4
West Bengal	13,217	83.5	—	14.3	0.9	*	1.3
Large Presses	10,230	82.8	—	14.7	1.1	*	1.4
Small Presses	2,987	86.0	—	12.9	—	—	1.1
Residual ..	15,655	72.1	0.1	26.0	0.3	0.6	0.9
Large Presses	31,653	69.6	0.1	28.3	0.3	0.7	1.0
Small Presses	14,002	77.9	0.2	20.9	—	0.2	0.8
All India ..	1,06,792	77.5	0.5	20.0	0.2	0.8	1.0
Large Presses	77,032	76.9	0.4	20.6	0.3	0.8	1.0
Small Presses	29,760	79.1	0.6	18.3	—	0.7	1.3

\*Less than 0.005.

\*\*Covered under the Factories Act, 1948.

It would be seen from the Statement (2.6) that permanent workers comprised the bulk of the Production Workers in each centre. Their proportion varied from about 72 per cent. in the Residual Group to about 85 per cent. in Madras. It is significant to note that, at the all-India level, the proportion of permanent workers was higher in small units than in large ones. Next to permanent workers, temporary workers held a significant position, their proportion being the highest (26 per cent.) in the Residual Group and the lowest (13 per cent.) in Madras. Apprentices, all paid, were reported to be employed in all the centres.

## 2.8. Length of Service

The Labour Investigation Committee had observed that the group '10 years and over' comprised a very substantial percentage of the workers in this Industry. The relatively better conditions in government, semi-government and some of the well-established presses were obviously responsible for it.

During the present Survey, a study of the distribution of workers according to their length of service was made in respect of 'Production and Related Workers (including Supervisory)' covered under the Factories Act, 1948, and employed directly by the managements. The data are presented in Statement 2.7.

### STATEMENT 2.7

*Estimated Percentage Distribution of Directly Employed 'Production and Related Workers (including Supervisory)' According to Length of Service (31st March, 1965).*

Centre	Total Number of Production Workers* Employed Direct	Percentage Distribution of Workers having Length of Service of				
		Under 1 year	One year and more but less than 5 years	5 years and more but less than 10 years	10 years and more but less than 15 years	15 years and above
1	2	3	4	5	6	7
Maharashtra ..	33,375	16.2	25.6	28.7	14.6	14.9
Large Presses ..	26,040	12.3	22.5	31.2	16.6	17.4
Small Presses ..	7,335	29.9	36.7	20.3	7.3	5.8
Madras ..	14,545	16.9	29.8	23.2	10.5	19.6
Large Presses ..	9,109	13.0	25.0	24.7	12.1	25.2
Small Presses ..	5,436	23.4	37.7	20.8	7.9	10.2
West Bengal ..	13,217	13.8	23.2	23.1	14.3	25.6
Large Presses ..	10,230	13.9	19.7	20.9	14.5	31.0
Small Presses ..	2,987	13.2	35.2	30.9	13.8	6.9
Residual ..	45,655	16.3	29.8	20.0	14.2	19.7
Large Presses ..	31,653	10.1	28.0	20.7	16.3	24.9
Small Presses ..	14,002	30.4	34.0	18.4	9.4	7.8
All India ..	1,06,792	16.0	27.7	23.6	13.8	18.9
Large Presses ..	77,032	11.7	24.7	24.7	15.7	23.2
Small Presses ..	29,760	27.3	35.5	20.5	9.0	7.7

\*Covered under the Factories Act, 1948.

It is note-worthy that, in the Industry, as a whole, about 33 per cent. of the workers had 10 years or more of service to their credit as on 31st March, 1965 and only 16 per cent. of the workers had put in less than one year's service on the above date. The rest of the workers fell in the intermediary groups. The pattern of the distribution of workers according to their length of service in the different centres did not vary much. In small-size units, the percentage of workers having 10 years or more of service was comparatively much less than in large units.

## 2.9. *Absenteeism*

No information in regard to the extent of absenteeism and labour turnover in the Printing Press Industry was collected during the Survey as the Bureau already had such information under the Annual Survey of Industries in respect of permanent and temporary production workers. Since the data collected during the Annual Survey of Industries 1964 are still in the processing stage, no use could be made of them in this report. However, during the present Survey, an attempt was made to obtain a general idea about the measures taken, if any, by the managements to reduce absenteeism. It was observed that special measures in this regard were taken in only about 10 per cent. of the Printing Presses in the country, comprising about 7 per cent. in Maharashtra, 9 per cent. in Madras, 13 per cent. in West Bengal and 10 per cent. in the Residual Centre. Generally, the steps taken by the managements to reduce absenteeism included non-payment of wages for days of absence, linking of bonus with number of days actually worked, etc.

## 2.10. *Labour Turnover*

As in the case of absenteeism, information was collected during the present Survey only on the steps taken by the managements to reduce labour turnover. It was observed that such measures were taken in only two units (one large in West Bengal and the other small in Residual Group) which formed a negligible proportion of all the Printing Presses in the country. In the unit in West Bengal, workers who continued to serve for one complete year were entitled to *ex-gratia* bonus payments at higher rates while the other units paid comparatively high wages.

## 2.11. *Regulation of Employment of Badli and Casual Labour*

The system of employing *badli* and casual workers was in vogue in hardly 8 per cent. of large and 2 per cent. of small Printing Presses, together constituting about 3 per cent. of the units in the country. Of these, about one-fourth (comprising about 29 per cent. of large and about 22 per cent. of small units), located in Maharashtra and the Residual Group, had some system of regulating their employment by appointing them against regular vacancies on the basis of seniority and merit and after interview by a selection Board, etc.

## 2.12. *Training and Apprenticeship*

The Labour Investigation Committee, at the time of their Enquiry in 1944-45, had noted that no scientific or well-organised system of apprenticeship had been instituted in the Industry. The position has not changed very much since then. The present Survey has also revealed that training and apprenticeship facilities were not very much in vogue in the Printing Press Industry as they existed in only about 6 per cent. of the units in the country. As regards the different centres, the percentage of units providing such faci-

lities was about 18 in Maharashtra, 8 in West Bengal, 5 in Madras and 3 in Residual Group. The percentage was invariably higher in large presses as compared to the small ones and was about 18 and 4 respectively at the all-India level. The facilities were found to have been provided on an *ad hoc* basis in 71 per cent. of the units having such arrangements and on a regular basis in about 25 per cent. of the units. In the remaining about 4 per cent. of the units, both regular as well as *ad hoc* arrangements existed. Apprentices were being trained in almost all the sections of printing such as composing, printing, proof-reading, binding, etc., and the period of training varied from six months to four years depending upon the job and the degree of skill aimed at. In about one-tenth of the presses, having training facilities, the period of training was not fixed. The remuneration paid to apprentices during the period of training also varied with the job and ranged from Rs. 20 per month to as much as Rs. 275 per month but in a vast majority of the cases it was up to Rs. 100 per month only.

Recruitment of apprentices was made from amongst the general public and no educational qualifications were fixed in about one-fifth of the units. In others, the qualifications prescribed were such as middle or high school pass, Diploma in Printing Technology, B.Sc., etc., depending upon the nature of the job. In some cases, persons who had already had some training were generally preferred. Employment on successful completion of training period was guaranteed in nearly one-fifth of the units. Written contracts governing apprenticeship between employers and apprentices existed in about 27 per cent. of the units. In the rest of the cases there were either no contracts or the contracts were only verbal

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## CHAPTER III

### WAGES AND EARNINGS

During the course of the present Survey, no attempt was made to collect data on wage-rates for individual occupations as well as wage-revisions since this information had already been collected by the Bureau under the Second Occupational Wage Survey (1963—65).

#### 3.1. *Earnings*

##### 3.1.1. *Average Daily Earnings of Different Categories of Workers*

As mentioned earlier, in order to avoid duplication in the collection of data, information relating to pay-period and earnings of production workers and all workers, which was obtained under the Second Occupational Wage Survey, was not collected under the present Survey. Since the data collected under the Second Occupational Wage Survey are still being processed, it has not been possible to incorporate the same in this Report. Information regarding earnings, etc., was, however, collected for the remaining four categories of workers, viz., (i) Professional, Technical and Related Personnel, (ii) Administrative, Executive and Managerial Personnel, (iii) Clerical and Related Workers (including Supervisory) and (iv) Watch and Ward and Other Services. This information relates to the pay-period immediately preceding the specified date i.e., 31st March, 1965, and is in respect of workers covered under the Factories Act, 1948. Statement 3.1 shows the average daily earnings of different categories of workers during March, 1965.

#### STATEMENT 3.1

*Estimated Average Daily Earnings of Workers\* By Broad Occupational Groups (March, 1965)*

				(In Rupees)			
Centre				Professional, Technical and Related Personnel	Administrative, Executive and Managerial Personnel	Clerical and Related Workers (including Supervisory)	Watch and Ward and Other Services
1	2	3	4	5	6	7	8
Maharashtra .. .. .	13.67	16.01	9.44	4.70			
Large Presses .. .. .	13.25	19.52	10.11	5.00			
Small Presses .. .. .	15.86	12.11	7.40	3.32			
Madras .. .. .	11.75	26.04	8.92	5.69			
Large Presses .. .. .	15.67	33.54	10.00	6.08			
Small Presses .. .. .	6.62	7.01	3.54	2.24			
West Bengal .. .. .	9.18	9.50	9.15	3.48			
Large Presses .. .. .	5.88	9.39	9.42	3.38			
Small Presses .. .. .	11.96	9.56	6.89	3.87			
Residual .. .. .	13.40	11.27	6.72	3.20			
Large Presses .. .. .	13.63	15.82	7.41	3.38			
Small Presses .. .. .	5.79	8.38	4.69	2.73			
All India .. .. .	12.94	18.92	8.29	4.48			
Large Presses .. .. .	13.43	26.50	9.09	4.84			
Small Presses .. .. .	10.79	8.79	5.27	2.90			

\*Covered under the Factories Act, 1948.

It was observed that, at the Industry level, the average daily earnings of workers in the group 'Administrative, Executive and Managerial Personnel' were the highest (Rs. 18.92) and those of persons in the group 'Watch and Ward and Other Services' were the lowest (Rs. 4.48). The average daily earnings of 'Professional, Technical and Related Personnel' and 'Clerical and Related Workers (including Supervisory)' were Rs. 12.94 and Rs. 8.29 respectively. The average daily earnings of all the four categories of workers were higher in large-size establishments as compared to those in small-size units at the all India level.

The pay-period of most of the workers was a month.

### 3.1.2. Average Daily Earnings of All Workers

Following Statement 3.2 shows the average daily earnings, by components, of all workers during 1965 in the Printing Press Industry in the country. The information is based on returns received under the Payment of Wages Act, 1936, and relates to employees earning less than Rs. 400 per month and employed in Presses as defined under Section 2(m) of the Factories Act, 1948, i.e., those employing (i) 10 or more workers and using power and (ii) 20 or more workers and not using power. It may be mentioned that since the data have been compiled for units submitting returns, they are subject to errors of non-response. Under the Payment of Wages Act, 1936, figures are separately collected for total earnings (before deductions) of employees covered under the Act and the corresponding total man-days worked. Average daily earnings are derived by dividing the former by the latter.

STATEMENT 3.2

#### *Average Daily Earnings of All Workers by Components (During 1965)*

Component	Average Daily Earnings		Percentages
	1	2	
		Rs.	
1. Basic Wages .. .. .		4.68	72.11
2. Cash Allowances (including dearness allowance) .. .. .		1.56	24.04
3. Bonuses .. .. .		0.21	3.24
4. Money Value of Concessions in Kind .. .. .		0.01	0.15
5. Arrears .. .. .		0.03	0.46
Total		6.49	100.00

Basic wages alone accounted for about 72 per cent. of the total earnings, followed by cash allowances (24 per cent.) and bonuses (about 3 per cent.). The contribution of money value of concessions in kind and arrears was insignificant.

### 3.2. Dearness Allowance

The Labour Investigation Committee had found that, in a large number of Printing Presses covered by it, the increase in workers' earnings had taken the form of dearness allowance or war allowance. There were, however, wide variations in the rates of payment of dearness allowance from centre to centre and even in the same centre from unit to unit.



The results of the present survey show that a separate dearness allowance was being paid to the workers in about 20 per cent. of the units at the all-India level, comprising nearly 58 per cent. of the large-size and 11 per cent. of the small-size units. As between different centres, the proportion of the units paying a separate dearness allowance in West Bengal, Madras, Maharashtra and the Residual Group was nearly 35, 26, 25 and 14 per cent. respectively. This percentage was invariably higher in large-size units than that in small units.

Of the units paying a separate dearness allowance in the Industry, as a whole, in about 16 per cent. it was paid at flat rates, while in another one third of the units, it was based on income slabs. In only 7 per cent. of the presses, the payment of dearness allowance was linked with Consumer Price Index Number and all such units were located in Maharashtra and Madras. About 2 per cent. of the units followed a combination of two or more of the methods described above. In the remaining about 12 per cent. of the units, the amount of dearness allowance was fixed at the discretion of the management.

### 3.3. *Production/Incentive Bonus or Pay*

The Survey has revealed that the system of paying production/incentive bonus existed in about 5 per cent. of the large-size presses, constituting hardly one per cent. of the total units in the country. None of the presses located in Madras centre paid this bonus. As regards rate of payment, conditions attached and workers covered, they varied from unit to unit. For example, in one large press in West Bengal, all workers were paid one month's basic wage as production bonus if the value of total production during the year exceeded the target of Rs. 8 lakhs. In another press in Maharashtra, compositors were paid incentive bonus at the rate of Re. 0.25 per thousand 'ens' if they exceeded the norm of composing 41,000 'ens' per day. Similarly, in one large press in the Residual Group, mono-operators were paid incentive bonus at the rate of 8 pies (i.e., Re. 0.04) per 1,000 'ens' on crossing the minimum norm of 40,000 'ens' per day.

### 3.4. *Night Shift Allowance*

Only about one per cent. of the Printing Presses in the country (comprising 5.3 per cent. of large and 0.3 per cent. of small units) were reported to be paying some night shift allowance to workers working in the night shift. In Maharashtra, the system of paying night shift allowance, was found to be totally absent. There was no uniformity as regards the rate of payment of night shift allowance. For instance, in two large presses covered in the Residual Group, this allowance was paid at the rate of 20 per cent. of basic wage with a maximum of Rs. 20.00 per month. In one unit in Madras, all production workers working in the night shift received night shift allowance at a flat rate of Re. 0.50 per shift while in another press in the same stratum, the rate was Re. 0.25 only. In a large press in West Bengal, the rate of this allowance varied from Re. 1 to Rs. 2 per night shift according to the category of the employees.

### 3.5. *House Rent Allowance*

The practice of paying some house rent allowance to workers not provided with accommodation existed in about 14 per cent. of the large units and one per cent. of the small units in the Industry, or about 4 per

cent. of the units at the all-India level. The practice was reported from about 5 per cent. each of the presses in Maharashtra and West Bengal, nearly 2 per cent. in Madras and about 4 per cent. in the Residual Group. In Maharashtra, the rate of payment of house rent allowance was, generally, in terms of the Central Government Rules. In West Bengal, the rate was, generally, 10 per cent. of basic pay subject to a minimum of Rs. 10 per month and a maximum of Rs. 60 per month. In Madras, the house rent allowance paid was based on income slabs and ranged from Rs. 9 to Rs. 40 per month. In the Residual Group, in some units the house rent allowance was paid at flat rate ranging from Rs. 2 to Rs. 40 per month, depending upon the category of the employees. In certain other presses in this centre, the house rent allowance paid was a percentage of the basic pay of the employee and varied from  $7\frac{1}{2}$  per cent. to 50 per cent. of basic pay.

### 3.6. *Transport or Conveyance Allowance*

The Survey results show that transport or conveyance allowance was being paid in only one per cent. of the units in the country. None of the units in West Bengal was reported to be paying this allowance. The rate of payment of this allowance differed from unit to unit and ranged from Rs. 5 to Rs. 15 per month. In some presses in Bombay (Maharashtra), the management arranged for the issue of free passes of local trains to its employees from their homes to place of work and back.

### 3.7. *Attendance Bonus*

Attendance bonus was being paid to the workers in hardly two per cent. of the Printing Presses in the country. These units were spread over in all the centres except Madras. There was, however, no uniformity in regard to rate of payment and conditions of eligibility. For instance, in one large size press in Maharashtra, all production workers and watch and ward employees who were present on all working days in a fortnight were paid Rs. 2 as attendance bonus for that fortnight. In a small-size press in West Bengal, one week's basic pay was the amount of annual attendance bonus payable to each worker provided he did not take more than his scheduled earned leave during the year.

### 3.8. *Other Cash Allowances*

Other allowances such as city compensatory allowance, children education allowance, tiffin allowance, foreman allowance, washing allowance, medical allowance, efficiency allowance, etc., were being paid to a few employees only in some of the Printing Presses. Since they were normally restricted to a selected few, their impact at the Industry level was almost negligible.

### 3.9. *Bonuses*

#### 3.9.1. *Annual/Year-end Bonus*

Prior to the enactment of the Payment of Bonus Act, 1965, there was no law regulating the payment of bonus to the workers employed in factories and other establishments. At the time of the Labour Investigation Committee's enquiry, only a few presses in large cities of Bombay, Calcutta, Delhi and Madras had the practice of paying bonus of one type or the other to their employees and there were wide variations in the

rates of payment. The present Survey has revealed that the practice of paying annual or year-end bonus was found to be in vogue in about 36 per cent. of the Printing Presses in the country, comprising about half of the large-size and one-third of the small-size presses. The proportion of the units paying bonus was about 61 per cent. in Madras, nearly 50 per cent. in Maharashtra, 36 per cent. in West Bengal and about 25 per cent. in the Residual Group. In nearly three-fifths of these presses, (comprising about 86 per cent. of the units, in Madras, 68 per cent. in West Bengal, 12 per cent. in Maharashtra and 69 per cent. in the Residual Group), the bonus was paid under regular schemes while, in the rest, payment of bonus was not governed by any regular scheme. In about 11 per cent. of the presses paying bonus, it was paid as a result of voluntary agreements with workers, and in terms of some adjudication awards in nearly 2 per cent. of the presses. In the remaining units, the payment of bonus depended on the discretion of the management. In about 85 per cent. of the units, all workers were covered under the bonus schemes. This proportion was the highest (96 per cent.) in Maharashtra and the lowest (62 per cent.) in West Bengal. In 6 per cent. each of the units, only permanent workers and production workers were paid annual bonus, while in one per cent. each, payment of this bonus was restricted to clerical workers, time-rated employees and directly employed workers alone. A minimum service, varying from one month to a year, was the precondition for getting annual bonus in about 72 per cent. of the units allowing this benefit. In the remaining about 28 per cent. of the units, spread over all the centres, no such condition existed. The rate of payment also varied from unit to unit, though in about 55 per cent. of the units paying bonus, it did not exceed one month's wages. In a few units, bonus was paid as a percentage of basic total earnings which varied from 4 per cent. of basic wages to 50 per cent. of total earnings. Bonus was invariably paid in cash.

### 3.9.2. Festival Bonus

The system of paying festival bonus to the employees was prevalent in about 14 per cent. of the Printing Presses in the country, comprising about 20 per cent. of the large-size and nearly 13 per cent. of the small-size establishments. The percentage of the units paying this bonus was about 57 in West Bengal, 33 in Madras, 7 in Maharashtra and 4 in the Residual Group. There were regular schemes for the purpose in about three-fifths of the units paying bonus and these comprised about three-fourths of the units paying bonus in West Bengal and the Residual Group, nearly half in Madras and about one-fifth in Maharashtra. The remaining units paid bonus on an *ad hoc* basis only. In about 96 per cent. of the presses, the payment was made by the managements on their own and, in the rest, bonus was paid as a result of voluntary agreements reached between the employers and the workers. All categories of workers were entitled to receive bonus in approximately 94 per cent. of the units whereas, in the rest, it was paid to production workers only. The payment of bonus was not subject to any condition in about half of the units while the remaining units insisted upon workers fulfilling certain conditions like minimum service ranging from one month to one year, permanency, etc. The amount of bonus paid varied from unit to unit though in about half of the units, it was equivalent to one month's wage or less. About one-fifth of the units were paying bonus equivalent to more than one month's and up to 4 months' wages. In a few units in

West Bengal, the amount of bonus was fixed at Rs. 60 or Rs. 100. Again, a few units in the Residual Group paid bonus ranging from 12 per cent. to 16 per cent. of total earnings. All the units paying bonus in the Industry invariably paid it in cash.

### 3.9.3. *Profit-sharing Bonus*

The Survey revealed that only one large unit covered in the Residual Group, constituting hardly 4 per cent. of the Printing Presses in the country, had introduced a profit-sharing bonus scheme. This press was a public sector unit under the control of the State Government. The scheme which was regular and covered all categories of workers, was framed in 1960 in terms of a voluntary agreement between workers and management. The bonus was payable only in the event of the concern earning a minimum profit of 5 per cent. during the year. One month's basic wage plus dearness allowance was paid to each employee if the profits were between 5 and 7 per cent, and two months' basic wage and dearness allowance in cash the profits were more than 7 per cent. The condition attached to payment was a minimum of 150 days' service during the bonus year. The mode of payment was cash.

### 3.9.4. *Other Bonuses*

A bonus, known as ex gratia bonus, was being paid in only one small-size unit in Maharashtra. The bonus was paid in cash every year at the discretion of the management. The scheme covered all workers and no condition was attached to payment which was at the rate of 15 days' pay to each employee.

### 3.10. *Fines and Deductions*

The present Survey has shown that the practice of imposing fines on workers for certain acts of omission or commission existed in about two per cent. of the Printing Presses in the country, none of them being in West Bengal. In about three-fourths of these units, the lists of acts of omission or commission for which fines could be imposed, duly approved by the appropriate authorities, were displayed. The amount of fine imposed was, in most of the cases, within the limits prescribed by the Payment of Wages Act. Registers of fines, as required under the law, were being maintained in all the units imposing fines.

Deductions from workers' wages on account of damages, etc., wherever made, were generally in conformity with the provisions of the Payment of Wages Act.

The Survey has further shown that in only about one-fourth of the Printing Presses employing contract labour, the principal employer was exercising some control over the payment of wages to contract workers.

## CHAPTER IV

### WORKING CONDITIONS

Working conditions obtaining in industries in India have all along attracted the attention of the Government of India as well as the State Governments. As a result, significant improvements in the conditions of work owe a good deal to the legislative enactments, particularly the Factories Act, 1948. The following paragraphs describe the state of working conditions in the Printing Press Industry at the time of the Survey i.e., 1965-66.

#### 4.1. *Shifts*

When the Labour Investigation Committee conducted their Enquiry in 1944-45, single shift working was the common practice in Printing Presses in the country although some of the presses worked two or three shifts also. Three shift working was confined almost entirely to newspresses.

The present Survey has also shown that an overwhelming majority of the Printing Presses in the country (i.e., about 85 per cent.), were working one shift only. About 13 per cent. of the presses worked two shifts daily and the rest had three or more shifts. Only one large unit surveyed in Maharashtra worked four shifts a day. Details appear in Statement 4.1.

STATEMENT 4.1

*Estimated Percentage Distribution of Printing Presses According to Number of Shifts. (1965-66)*

Centre	Number of Presses	Percentage of Presses having				Percentage of Presses having Night Shift
		One Shift	Two Shifts	Three Shifts	Four Shifts	
1	2	3	4	5	6	7
Maharashtra ..	527	69.3	25.4	3.8	1.5	10.4
Large Presses ..	144	25.0	61.1	8.3	5.6	22.2
Small Presses ..	383	86.6	12.0	2.0	—	6.0
Madras ..	505	91.7	7.5	0.8	—	3.0
Large Presses ..	68	61.1	33.3	5.6	—	11.1
Small Presses ..	437	96.5	3.5	—	—	1.8
West Bengal ..	237	78.5	16.5	5.0	—	9.9
Large Presses ..	83	57.1	28.6	14.3	—	19.1
Small Presses ..	154	90.0	10.0	—	—	5.0
Residual ..	1,657	88.7	10.1	1.2	—	4.2
Large Presses ..	220	51.8	39.3	8.9	—	23.2
Small Presses ..	1,437	94.4	5.6	—	—	1.2
All India ..	2,926	84.9	12.9	1.9	0.3	5.6
Large Presses ..	515	46.4	42.9	9.2	1.5	20.7
Small Presses ..	2,411	93.2	6.5	0.3	—	2.3

It would be seen from the Statement (4.1) that single shift working was more common in small-size presses than large ones. None of the small units surveyed in Madras, West Bengal and the Residual Group worked more than two shifts. The Statement also shows that night shift\* was being worked in about 6 per cent. of the units in the Industry, i.e., in all presses having three and four shifts and some of those working two shifts.

As regards amenities provided to night shift workers, it was observed that in about two-thirds of such units (comprising all night-shift-working presses in Madras and the Residual Group and about 83 per cent. of those in West Bengal), the workers were getting some concessions in the shape of reduced hours of work, night shift allowance, free tea, etc. It was further observed that in about 69 per cent. of the units having night shift, a regular system of transferring workers from one shift to the other existed. The interval after which such a change over was made was a week in about 64 per cent. of the units, a fortnight in about 25 per cent. of the units and a month in about 11 per cent. Details appear in Statement 4.2.

#### STATEMENT 4.2

#### *Estimated Percentage Distribution of Printing Presses According to Change-over of Workers (1965-66)*

Centre	Number of Presses	Estimated Percentage of Presses having Night Shifts	Estimated Percentage of Presses having a Regular System of Change-over (i.e., of Col. 3)	Estimated Percentage of Presses where Change-over was		
				Weekly	Fortnightly	Monthly
1	2	3	4	5	6	7
Maharashtra ..	527	10.4	57.9	50.5	19.5	—
Large Presses ..	144	22.2	75.0	66.7	33.3	—
Small Presses ..	383	6.0	33.4	—	100.0	—
Madras ..	505	3.0	100.0	100.0	—	—
Large Presses ..	68	11.1	100.0	100.0	—	—
Small Presses ..	437	1.8	100.0	100.0	—	—
West Bengal ..	237	9.9	50.5	66.7	33.3	—
Large Presses ..	83	19.0	75.0	66.7	33.3	—
Small Presses ..	154	5.0	—	—	—	—
Residual ..	1,657	4.2	77.2	61.1	14.8	24.1
Large Presses ..	220	23.2	69.2	66.7	22.2	11.1
Small Presses ..	1,437	1.2	100.0	50.0	—	50.0
All India ..	2,926	5.6	68.8	64.0	24.5	11.5
Large Presses ..	515	20.7	74.0	69.9	25.1	5.0
Small Presses ..	2,411	2.3	59.1	50.0	23.1	26.9

#### 4.2. Hours of Work

Since the passing of the Factories Act, 1948, the hours of work for adult workers have been fixed at a maximum of 48 per week and 9 per day. The Chief Inspectors of Factories have been empowered to grant exemption from the above limit of daily hours of work in order to facilitate the change-over in any establishment. Data collected show that about 98 per cent. of the Printing Presses were working 8 hours or less a day. In fact, in about 26 per cent. of the units, the daily hours of work did not

\*For purposes of the survey, a night-shift was treated as the one whose majority of working hours fell between 10 P.M. and 6 A.M.

exceed 7½. None of the presses was reported to be working more than 9 hours a day except one small unit in the Residual Group wherein the hours of work were not fixed. Details appear in Statement 4.3.

STATEMENT 4.3  
*Daily Hours of Work in the Printing Press Industry*  
(1965-66)

Centre	Number of Presses	Estimated Percentage of Presses Where Daily Hours of Work for Majority of Adult Workers were					
		7 hours and less	More than 7 hours and up to 7½ hours	More than 7½ hours and up to 8 hours	More than 8 hours and up to 8½ hours	More than 8½ hours	Not fixed
1	2	3	4	5	6	7	8
Maharashtra .. ..	527	3.8	8.8	85.1	2.3	—	—
Large Presses .. ..	144	13.9	11.1	66.7	8.3	—	—
Small Presses .. ..	383	—	8.0	92.0	—	—	—
Madras .. ..	505	3.0	—	97.0	—	—	—
Large Presses .. ..	68	—	—	100.0	—	—	—
Small Presses .. ..	437	3.5	—	96.5	—	—	—
West Bengal .. ..	237	18.1	70.3	8.3	3.3	—	—
Large Presses .. ..	83	23.8	52.1	11.3	9.5	—	—
Small Presses .. ..	154	15.0	80.0	5.0	—	—	—
Residual .. ..	1,657	12.0	15.6	70.5	0.8	0.5	0.6
Large Presses .. ..	220	8.9	28.6	60.7	1.8	—	—
Small Presses .. ..	1,437	12.1	13.7	72.1	0.6	0.6	0.6
All India .. ..	2,926	9.5	16.1	72.7	1.1	0.3	0.3
Large Presses .. ..	515	11.5	23.8	60.1	1.6	—	—
Small Presses .. ..	2,411	9.0	14.5	75.3	0.4	0.4	0.4

The weekly hours of work also did not exceed the limit of 48 except in the one small unit in the Residual Group where the daily hours of work were not fixed.

As stated elsewhere in this Report, only about 4 per cent. of the Printing Presses in the country employed workers through contractors. It was reported that contract labour, wherever employed, worked for the same hours of work as their counterparts employed direct. Children were employed in only about one per cent. of the units, all of which belonged to the Residual Group. The Survey results show that children in these presses were required to work for more than 8 and up to 8½ hours per day which was the same as for adults. This was in clear violation of the provision of the Factories Act which lays down that no child shall be employed or permitted to work in any factory for more than 4½ hours in any day.

As regards the prevailing practice in respect of rest interval and spread-over in the Printing Press Industry, the data collected appear in Statement 4.4.

# STATEMENT 4.4

*Estimated Percentage Distribution of Printing Presses According to Duration of Spread-over Rest-interval, etc.. (1965-66)*

Centre	Number of Presses	Percentage of Presses where														
		Spread-over for Adult Workers during the Day Shift was							Rest-Interval for Adult Workers was							
		7 hrs. & less	More than 7 hrs. and up to 7½ hours	More than 7½ hrs. to 8 hrs.	More than 8 hrs. to 8½ hrs.	More than 8½ hrs. to 9 hrs.	More than 9 hrs. to 9½ hrs.	More than 9½ hrs. to 10 hrs.	More than 10 hrs.	Not fixed	½ hrs. and less	More than ½ hr. up to 1 hr.	More than 1 hr. up to 2 hrs.	More than 2 hrs.	No rest-interval	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
Maharashtra	527	—	2.3	9.6	38.2	33.1	10.2	6.6	—	—	50.1	35.3	14.6	—	—	
Large Presses	144	—	8.3	13.9	38.9	30.6	5.5	2.8	—	—	55.6	38.9	5.5	—	—	
Small Presses	383	—	—	8.0	38.0	34.0	12.0	8.0	—	—	48.0	34.0	18.0	—	—	
Madras	505	—	1.5	1.5	4.5	53.8	15.9	19.8	3.0	—	6.0	53.8	37.2	—	—	
Large Presses	68	—	—	—	22.2	61.1	16.7	—	—	—	22.2	61.1	16.7	—	—	
Small Presses	437	—	1.8	1.7	1.8	52.6	15.8	22.8	3.5	—	3.5	52.6	40.4	3.5	—	
West Bengal	237	3.3	11.5	71.9	6.6	5.0	—	1.7	—	—	91.8	6.6	1.6	—	—	
Large Presses	83	9.5	14.3	47.6	9.5	14.3	—	4.8	—	—	85.7	9.5	4.8	—	—	
Small Presses	154	—	10.0	85.0	5.0	—	—	—	—	—	95.0	5.0	—	—	—	
Residual	1,657	3.2	0.8	22.9	22.7	37.6	2.9	7.2	2.2	0.5	34.9	47.1	9.9	2.7	5.4	
Large Presses	220	3.6	1.8	30.3	37.5	23.2	1.8	1.8	—	—	67.9	30.3	1.8	—	—	
Small Presses	1,437	3.1	0.6	21.7	20.5	39.8	3.1	8.1	2.5	0.6	29.8	49.7	11.2	3.1	6.2	
All India	2,926	2.1	2.0	20.8	21.1	36.9	6.2	8.8	1.8	0.3	37.2	42.9	14.8	2.0	3.1	
Large Presses	515	3.1	5.4	24.5	31.4	28.8	4.5	2.3	—	—	61.3	33.4	5.3	—	—	
Small Presses	2,411	1.9	1.3	20.0	18.9	38.6	6.6	10.2	2.1	0.4	32.1	44.9	16.8	2.5	3.7	

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It would be seen from the Statement (4.4) that about 97 per cent. of the Printing Presses, in the country granted some rest interval to their employees. The remaining 3 per cent. of the units, wherein no rest interval was allowed to workers, were all small presses located in the Residual Group. Though the period of rest interval varied from unit to unit, in a majority of them (i.e., about 80 per cent.) it was one hour or less.

The spread-over of working hours also varied depending upon the number of hours workers were required to work and the duration of rest interval. The Survey has revealed that, except one small press in the Residual Group which had no fixed working hours and spread-over, the duration of spread-over during the day shift was 10 hours or less in about 98 per cent. of the units and more than 10 hours in the rest i.e., about 2 per cent. In the night shift, the spread-over was up to 8 hours in about 64 per cent. of the units,  $8\frac{1}{2}$  hours to 9 hours in about 31 per cent. and  $10\frac{1}{2}$  to 11 hours in the rest i.e., about 5 per cent.

#### 4.3. *Dust and Fumes*

The Survey has revealed that dusty processes were not involved in any of the units surveyed in the Printing Press Industry. Fume-giving processes, such as lead processing, melting of lead, casting of lead ingots, mechanical composing, etc., were noticed in only about 8 per cent. of the Printing Presses in the country, consisting of nearly 34 per cent. of the large-size and about 3 per cent. of the small-size units. About 88 per cent. of these units (comprising all small and 84 per cent. of large ones) had taken some protective measures to safeguard the workers from the fume hazards. The measures adopted were in the form of provision of local and general exhaust ventilation and/or isolation of fume-giving processes from other processes. About 4 per cent. of the units having fume-giving processes, all of which were small ones located in the Residual Group, had provided gas masks to the workers engaged on such processes.

As regards house keeping (i.e., dusting, cleaning and arrangement of articles, etc.), in the departments where processes giving off fumes etc., were being carried on, it was reported to be good or satisfactory in about 97 per cent. of the units whereas in the remaining about 3 per cent., it was found to be unsatisfactory.

#### 4.4. *Seating Arrangements*

Section 44 of the Factories Act, 1948, requires the management of every factory to make suitable arrangements for sitting for all such workers as are obliged to work in a standing position so that they may take advantage of any opportunities for rest which may occur in the course of their work. The Survey revealed that in almost all the units covered, the workers were obliged to work in a standing position and it was observed that in 92 per cent. of the units (comprising about 95 per cent. of large-size and about 92 per cent. of small-size establishments), seating arrangements had been made for the workers. The defaulting units were spread-over all the centres except West Bengal. The only reason advanced by the managements of such units was that work could not be performed efficiently in a sitting position. In about one-tenth of the units providing seats, the arrangements were partial and not for all workers.

#### 4.5. Conservancy

At the time of Labour Investigation Committees' Enquiry in 1944-45, latrines had generally been provided in Printing Presses in the various Centres but their conditions were reported to be deplorably dirty.

Under the Factories Act, 1948, it is obligatory for every factory to maintain an adequate number of latrines and urinals of prescribed scale for the use of workers. The Survey results show that about 86 per cent. of the Printing Presses in the country, comprising about 87 per cent. of the units in Maharashtra 92 per cent. in the Madras, 94 per cent. in West Bengal and 82 per cent. in the Residual Group, had provided latrines though in about 13 per cent. of them their number was inadequate. As between the two size-groups, the percentage of units providing latrines was invariably higher in large units than in small ones. In Maharashtra, Madras and West Bengal, all the large units surveyed had provided the facility.

The latrines were dry-type pan in about 25 per cent. of the units having them, water-borne septic tank type in about 18 per cent. of the units, water-borne sewer type in nearly 42 per cent. of the units and dry-type bore hole in about 12 per cent. of the units. In the rest of the presses (i.e., about 3 per cent.), the latrine were of some other types such as dry without pan or holes, uncovered enclosure over public drain, etc. In about 97 per cent. of the units having latrines, they were of permanent construction with impervious floors and plastered or tarred walls. In the remaining units, they were of *kutchha* type. Water taps in or near the latrines had been provided in about 83 per cent. of the units having latrines. In almost all the units, the latrines had been screened properly to afford privacy. Out of the units providing latrines and employing female workers, separate arrangements for them existed in about 80 per cent.

Urinals had been provided in about 42 per cent. of the Printing Presses in the country (comprising about 47 per cent. of the units in Maharashtra, 25 per cent. in Madras, 80 per cent. in West Bengal and 40 per cent. in the Residual Group). The proportion of the large units providing urinals was higher (about 75 per cent.) than small ones (about 35 per cent.), at the Industry level. The main reason for the non-provision of separate urinals in so many units was that the workers were using latrines for the purpose. Even among the units providing urinals, in about 8 per cent. of them, the number of urinals was not adequate for the workers employed. In about 97 per cent. of the units having urinals, the same were permanent structures. Floors of urinals were impervious and walls plastered or tarred in about 98 per cent. of the units having this facility. In about 90 per cent. of the cases, the urinals were properly screened. About one-third of the units employing women and providing urinals had not made any separate arrangements for them.

#### 4.6. Leave and Holidays with Pay

In 1944-45, when the Labour Investigation Committee conducted their Enquiry, they found that excepting government and semi-government presses, leave privileges in other units were well nigh non-existent. Since then, there has been a considerable improvement in this direction due mainly to legislative measures. Annual leave (i.e., earned leave) with pay is the only leave facility which is required to be granted by the employers to their employees as a statutory obligation under the

Factories Act, 1948. All other types of leave facilities have come into vogue either as a result of mutual agreements between the employers and the employees or as a consequence of adjudication awards. Some of the State Governments have also passed laws for the grant of paid National and Festival holidays to persons employed in industrial establishments. Statement 4.5 shows the different types of leave and holidays with pay that the workers in the Printing Press Industry were enjoying at the time of the Survey.

#### STATEMENT 4.5

*Estimated Percentage of Printing Presses Granting Various Types of Leave and Holidays with Pay (1965-66)*

Centre	Number of Presses	Percentage of Presses Granting			
		Earned Leave	Casual Leave	Sick Leave	Festival and National Holidays
1	2	3	4	5	6
Maharashtra .. ..	527	97.1	24.4	6.2	94.9
Large Presses ..	144	100.0	62.9	22.9	97.2
Small Presses ..	383	96.0	10.0	—	94.0
Madras .. ..	505	89.4	19.7	14.4	100.0
Large Presses ..	68	100.0	14.4	27.8	100.0
Small Presses ..	437	87.7	15.8	12.3	100.0
West Bengal .. ..	237	83.7	49.3	26.5	96.7
Large Presses ..	83	90.5	66.7	57.1	90.5
Small Presses ..	154	80.0	40.0	10.0	100.0
Residual .. ..	1,657	78.8	21.4	11.2	98.9
Large Presses ..	220	98.2	55.4	35.7	100.0
Small Presses ..	1,437	75.8	16.2	7.5	98.8
All India .. ..	2,926	84.3	23.9	12.1	98.2
Large Presses ..	515	97.7	57.8	34.5	97.7
Small Presses ..	2,411	81.4	16.6	7.3	98.3

#### 4.6.1. *Earned Leave*

As would appear from col. 3 of Statement 4.5 about 98 per cent. of the large-size and about 81 per cent. of the small-size presses, together constituting about 84 per cent. of all the presses in India, were granting earned leave with pay to their employees. The compliance with the law in matters of earned leave was cent. per cent. in large units surveyed in Maharashtra and Madras. The proportion of the units granting earned leave with pay was the highest (about 97 per cent.) in Maharashtra and the lowest (about 79 per cent.) in the Residual Group. As regards the period of leave, qualifying conditions and the rate of payment, the managements generally followed the provisions of the Factories Act, 1948.

With a view to assessing the extent to which the workers had actually enjoyed the benefit of earned leave during 1964, data were collected in respect of such workers during the course of the Survey. The findings appear in Statement 4.6.

## STATEMENT 4.6

*Estimated Proportion of Workers Granted Leave with Pay During 1964*

Centre	Average daily Number of Workers Employed	Number of Workers who Availed Leave	Percentage of Workers who Availed Leave to the Total Employed	Percentage of Workers who Availed Leave						
				Up to 5 days	Over 5 days and up to 10 days	Over 10 days up to 15 days	Over 15 days up to 20 days	Over 20 days up to 25 days	Over 25 days up to 30 days	Over 30 days
1	2	3	4	5	6	7	8	9	10	11
Maharashtra ..	38,638	28,264	73.2	7.1	11.5	23.0	14.5	11.5	11.9	20.5
Large Presses ..	28,550	23,084	80.9	5.8	10.3	17.5	15.0	13.1	13.8	24.5
Small Presses ..	10,088	5,180	51.4	12.8	17.0	47.3	12.4	4.2	3.6	2.7
Madras ..	17,497	13,641	78.0	7.0	15.0	39.2	23.2	7.6	4.2	3.8
Large Presses ..	11,824	9,897	83.7	5.9	10.8	36.4	27.5	9.6	5.1	4.7
Small Presses ..	5,673	3,744	66.0	10.0	26.3	46.4	12.0	2.3	1.6	1.4
West Bengal ..	12,330	10,365	84.1	13.4	17.6	34.1	13.5	8.0	5.9	7.5
Large Presses ..	9,509	8,327	87.6	12.8	14.8	36.2	14.0	7.5	6.6	8.1
Small Presses ..	2,821	2,038	72.2	15.9	29.1	25.6	11.2	10.1	3.1	5.0
Residual ..	46,475	36,334	78.2	9.0	14.4	27.9	15.7	12.4	8.6	12.0
Large Presses ..	30,595	27,772	90.8	8.0	13.1	21.5	17.0	15.2	10.3	14.9
Small Presses ..	15,880	8,562	53.9	12.0	18.8	48.8	11.3	3.3	3.0	2.8
All India ..	1,14,940	88,604	77.1	8.6	14.0	28.8	16.2	10.8	8.7	12.9
Large Presses ..	80,478	69,080	85.8	7.5	12.0	24.1	17.5	12.8	10.3	15.8
Small Presses ..	24,462	19,524	56.7	12.2	20.8	45.5	11.8	4.0	2.9	2.8

The Statement shows that about 77 per cent. of the workers in the Printing Press Industry had availed themselves of earned leave with pay during 1964. The proportion of such workers was the highest (about 84 per cent.) in West Bengal and the lowest (about 73 per cent.) in Maharashtra. In all the centres, the proportion of the workers who availed leave during 1964 was invariably higher in large units as compared to that in small ones. As regards the period of leave availed of, nearly half of the workers in the Industry took leave for more than 15 days during the year.

#### 4.6.2. *Casual Leave*

The Labour Investigation Committee had reported in 1944-45 that Government Presses in Simla, Delhi and Patna allowed rather liberal casual leave to their employees as per the Service Rules. In Calcutta, 15 to 20 days' casual leave was permitted in a large number of units while in Bombay, only one private press allowed its workers 12 days' casual leave in a year.

According to the results of the present Survey, about 24 per cent. of the Printing Presses in the country, comprising about 58 per cent. of the large and 17 per cent. of the small units, were allowing casual leave with pay to their workers (Statement 4.5). The proportion of the units granting such leave varied from about 20 per cent. in Madras to about 49 per cent. in West Bengal.

In about three-fifths of the Printing Presses granting casual leave, it was allowed up to 10 days in a year, while in another 37 per cent. of the units it was allowed between 11 and 15 days. In the remaining units, which were located in Maharashtra and the Residual Group, the number of days allowed as casual leave was more than 15. All workers were entitled to this facility in about 85 per cent. of the units, whereas in the rest, it was allowed to a few categories of workers only, such as production workers, clerical staff, permanent workers, etc. In about 71 per cent. of the units, no conditions were attached, whereas in the rest, a minimum service of 2 months to one year was prescribed as a condition to the grant of leave. The workers were generally getting full pay or basic wage and dearness allowance, as the case may be, during the period of leave except in about 3 per cent. of the units where it was half basic pay plus full allowances.

#### 4.6.3. *Sick Leave*

The Labour Investigation Committee reported that during 1944-45, medical leave was allowed to employees in Government Presses in Simla, Delhi and Patna on a rather liberal scale. In Delhi, Bombay and Calcutta, and few private presses also had the facility of medical leave.

When the present Survey was conducted, the position was that in those areas where the Employees State Insurance Scheme had been implemented, the benefits of sick leave with wages were available to the employees covered under the said Scheme. During the course of the Survey, information regarding sick leave was collected from all those units where the sick leave was being granted by the managements, irrespective of the fact whether they were covered under the Employees' State Insurance Scheme or not. The data show that in only about 12 per cent. of the Printing Presses in the country, workers were enjoying the benefit of sick leave with pay (Statement 4.5). The proportion of units granting this facility varied from about 6 per cent. in Maharashtra to about 26 per

cent. in West Bengal. The benefit was enjoyed by the workers more in the large-size presses than in small-size units, both at the centre and all-India level. None of the small units in Maharashtra was reported to be granting sick leave with pay to its workers.

The benefit of sick leave was available to all categories of workers in 79 per cent. of the presses and, in the rest, the facility was restricted to only certain categories of employees such as permanent workers, production workers, clerical staff, etc. The number of days for which sick leave was allowed in a year varied from unit to unit but in about three-fourths of them, it did not exceed 15. In a few units, workers were entitled to a certain amount of sick leave varying from 6 months to 2 years during their entire service. As regards the conditions attached to admissibility of sick leave, in nearly half of the units, having this facility the leave was granted only on production of medical certificate. In about one-third of the units, the leave was allowed unconditionally. In the rest, certain conditions such as minimum service of 6 months to 3 years and permanency were insisted upon. During the period of leave, in about 76 per cent. of the units, the workers were entitled to full basic wage and dearnesses allowance or consolidated wages, as the case might be. About 23 per cent. of the presses paid them at half the rates and, in the rest the rate of payment was not fixed.

#### 4.6.4. National and Festival Holidays

The practice of granting national and/or festival holidays with pay existed in almost all i.e., about 98 per cent. of the Printing Presses in the country vide Statement 4.5. In Madras, all the units surveyed allowed such holidays with pay to their workers. Usually, all categories of workers were entitled to these holidays, though in about 5 per cent. of the cases, only certain categories of workers such as permanent or monthly-rated/time-rated workers were eligible for the holidays with pay. In about 43 per cent. of the Printing Presses granting such holidays, the number of days allowed in a year did not exceed 10. The number of holidays ranged between 11 and 15 in nearly 35 per cent. of the presses while in the rest, it exceeded 15. In about nine-tenths of the units, holidays were granted without any pre-conditions. In the rest, the conditions such as attendance on the preceding or the following day or minimum length of service varying from 3 months to one year were prescribed. In almost all the units, workers were paid full normal wages for the holidays. Further details appear in Statement 4.7.

#### STATEMENT 4.7

*Estimated Percentage Distribution of Printing Presses Granting National and/or Festival Holidays with Pay, etc.*  
(1965-66)

Centre	Number of Presses	Percentage of Presses Granting Holidays	Percentage Distribution of Presses According to No. of Holidays				
			Up to 5 days	6 to 10 days	11 to 15 days	16 days and above	Not Fixed*
1	2	3	4	5	6	7	8
Maharashtra .. ..	527	94.9	12.5	25.7	53.8	8.0	—
Large Presses .. ..	144	97.2	11.8	20.6	50.0	17.6	—
Small Presses .. ..	383	94.0	12.8	27.7	55.3	4.2	—
Madras .. ..	505	100.0	6.8	60.6	26.5	6.1	—
Large Presses .. ..	68	100.0	38.9	44.4	16.7	—	—
Small Presses .. ..	437	100.0	1.7	63.2	28.1	7.0	—

STATEMENT 4.7—*contd.*

1	2	3	4	5	6	7	8
West Bengal .. ..	237	96.7	17.2	18.6	20.5	43.7	—
Large Presses .. ..	83	90.5	42.1	15.8	42.1	—	—
Small Presses .. ..	154	100.0	5.0	20.0	10.0	65.0	—
Residual .. ..	1,657	98.9	4.7	32.8	33.9	28.1	0.5
Large Presses .. ..	220	100.0	10.7	25.0	25.0	39.3	—
Small Presses .. ..	1,437	98.8	3.8	34.0	35.2	26.4	0.6*
All India .. ..	2,926	98.2	7.4	35.3	35.0	22.0	0.3
Large Presses .. ..	515	97.7	19.5	25.0	33.4	22.1	—
Small Presses .. ..	2,411	98.3	4.8	37.5	35.3	22.0	0.4

\*National Holidays are allowed to all workers while Festival Holidays to only permanent workers.

4.6.5. *Weekly-off*

A weekly day of rest to workers was allowed in all the Printing Presses surveyed. This was in compliance with the provisions of the Factories Act, 1948. Payment for such weekly-offs was being made to all employees in 94 per cent. of the Printing Presses in the country. In the remaining 6 per cent. of the units, however, a paid weekly-off was being enjoyed by certain categories of employees only such as permanent workers or those paid on the basis of time.

## CHAPTER V

### WELFARE AND AMENITIES

The human approach to the problems of industrial labour has been increasingly in evidence in all countries, including India, for the last few decades. Various committees and commissions appointed from time to time for enquiring into the working conditions of industrial labour in India have never failed to pin-point the urgency and utility of ameliorative measures for promoting the welfare of the workers. Government legislation has been quick in response and the various enactments passed thereby have gone a long way in improving the lot of the working class. Besides facilities provided in compliance to the law, there are many items of welfare which some of the employers have voluntarily undertaken for the benefit of their employees. Apart from the humanitarian considerations, the importance of the provision of welfare amenities has been increasingly recognised from the point of view of preservation of the efficiency of workers which, in turn, contributes to higher productivity.

During the present Survey, an attempt was made to assess the extent to which the welfare facilities have been actually provided to the workers in the Printing Press Industry. The information collected in respect of various welfare activities, both obligatory and non obligatory, is presented in the following paragraphs.

#### *5.1. Drinking Water Facilities*

The Labour Investigation Committee, at the time of their Enquiry during 1944-45, had found that drinking water was ordinarily made available to workers in all the establishments though cold water in summer was rarely supplied. The present Survey has also revealed that suitable arrangements for the supply of drinking water to the workers existed in about 99 per cent. of the Printing Presses in the country. With the exception of a few small units in Madras and the Residual Group, all others had provided the facility. The type of arrangements made, however, varied widely but the most common were earthen pitchers and water taps. Details appear in Statement 5.1.

The Factories Act, 1948, also provides that every factory employing more than 250 workers should supply drinking water cooled by ice or other effective method during the summer months. On the basis of the information collected during the Survey, it is estimated that hardly 3 per cent. of the Printing Presses in the country, all belonging to large-size, were under such an obligation and, out of them, about 95 per cent. had complied with the law. Except in West Bengal where only half of such units had complied with the law, in all other centres the compliance was cent. per cent. Some of the units, even though under no statutory obligation, had also made arrangements for the supply of cool drinking water during the summer months and, thus, about four-fifths of the Printing Presses in the country provided this facility. The predominant arrangement was in the shape of earthen pitchers which had been provided in as many as about 93 per cent. of the presses supplying cool water in summer. The remaining units supplied either iced water or mechanically cooled-water.



## STATEMENT 5.1

*Drinking Water Facilities in the Printing Press Industry  
(1965-66)*

Centre	Number of Presses	Estimated Percentage of Presses where Drinking water Facility Existed	Estimated Percentage of Presses where Arrangements for Drinking Water were in the Form of						Estimated Percentage of Presses having Arrangements for Cooled water During Summer	
			Tap water only	Tube well only	Earthen pitchers only	Buckets/ drums only	Brass vessels only	Combination of one or more viz., water taps, tube wells, earthen pitchers and buckets/ drums		
1	2	3	4	5	6	7	8	9	10	
Maharashtra ..	..	527	100.0	2.3	—	55.0	8.1	24.7	9.9	94.1
Large Presses	..	144	100.0	8.3	—	41.7	8.3	5.6	36.1	94.4
Small Presses	..	383	100.0	—	—	60.0	8.0	32.0	—	94.0
Madras ..	..	505	98.5	15.4	—	33.8	19.3	3.8	27.7	52.3
Large Presses	..	68	100.0	11.1	—	33.3	5.6	5.6	44.4	66.7
Small Presses	..	437	98.3	16.1	—	33.9	21.4	3.6	25.0	50.0
West Bengal ..	..	237	100.0	37.9	6.5	13.0	3.3	—	39.3	91.8
Large Presses	..	83	100.0	61.9	—	—	—	—	38.1	85.7
Small Presses	..	154	100.0	25.0	10.0	20.0	5.0	—	40.0	95.0
Residual ..	..	1,657	98.4	27.4	1.6	34.8	7.6	2.7	2	81.8
Large Presses	..	220	100.0	16.1	—	26.8	3.6	—	53.5	91.1
Small Presses	..	1,437	98.1	29.1	1.9	36.1	8.2	3.2	21.5	80.4
All India ..	..	2,926	98.8	21.6	1.5	36.5	9.3	6.7	24.4	79.8
Large Presses	..	515	100.0	20.6	—	27.5	4.6	2.3	45.0	87.9
Small Presses	..	2,411	98.6	21.8	1.8	38.5	10.3	7.7	19.9	78.0

Presumably keeping in view the hygienic considerations, the Factories Act, 1948, prohibits the location of any drinking water point within 20 feet of any washing place, latrine or urinal. It was found during the course of the Survey that in nearly one-fifth of the Printing Presses in the country, the drinking water points were located within the prohibited distance. The proportion of such units was about 36 per cent. in West Bengal, about 27 per cent. in Maharashtra, about 19 per cent. in the Residual Group and about 5 per cent. in Madras.

### 5.2. Washing Facilities

Section 42 of the Factories Act, 1948, lays down that adequate and suitable facilities for washing should be provided and maintained for the use of workers in every factory. It was observed during the present Survey that washing facilities existed in about 89 per cent. of the Printing Presses in the country, representing about 96 per cent. of the units in Maharashtra, about 98 per cent. in Madras, about 80 per cent. in West Bengal and about 85 per cent. in the Residual Group. The proportion of large units which had made such arrangements was higher (about 92 per cent.) when compared with that of small ones (about 88 per cent.). Taps on stand

pipes' was the predominant arrangement which existed in about 32 per cent. of the units having washing facilities. Other arrangements were water stored in receptacles (in about 30 per cent. of the units) and wash basins with taps (in about 7 per cent. of the units). The remaining units had troughs with taps or jets, showers controlled by taps or a combination of the methods described above. In almost all the units (i.e., about 97 per cent.), some cleansing material like soap, soda, etc., was also supplied to the workers. The material was generally accessible to all workers. Nearly one-fourth of the units employing women and providing washing facilities (comprising 39 per cent. of such units in West Bengal, about half in Madras, 21 per cent. in Maharashtra and 13 per cent. in the Residual Group) had made separate arrangements for women workers. About 79 per cent. of the units providing separate washing facilities for women had screened them properly to afford privacy.

### 5.3. *Bathing Facilities*

The Factories Act, 1948, does not contain any specific provision relating to bathing facilities but it authorises State Governments to make Rules requiring certain types of factories to provide such facilities for certain categories of employees.

The Survey results show that bathing facilities had been provided in about 15 per cent. of the Printing Presses in the country, comprising about 20 per cent. of the units in West Bengal, 16 per cent. in the Residual Group, 13 per cent. in Maharashtra and 8 per cent. in Madras. The facility existed in about one-fourth of the large-size and nearly one-eighth of the small-size Printing Presses. Of the units providing bathing facility, about 95 per cent. had provided bath rooms for men only, about 2 per cent. for women only and the rest i.e., 3 per cent., had separate bath rooms for men and women workers. Bathing places, wherever provided, were generally kept clean.

### 5.4. *Canteens*

During 1944-45, the Labour Investigation Committee had found that there were practically no canteens run by the managements in the Printing Press Industry, though in some of the big units, there were refreshment rooms managed by private caterers supplying soft drinks and light refreshments. In a few cases, tea and biscuits were available at reduced rates. Since then, however, certain amendments to the existing law on the subject have been made and the Factories Act, 1948, empowers the State Governments to make Rules requiring that in any specified factory wherein more than 250 workers are employed, a canteen or canteens according to the prescribed standards should be provided for the use of workers.

The results of the present Survey have revealed that about 15 per cent. of the large units representing hardly 3 per cent. of the Printing Presses in the country, were under a statutory obligation to provide canteens and about four-fifths of them had complied with the legal requirement. In Madras, all the presses employing more than 250 persons had provided canteens as against about 83 per cent. of such units in Maharashtra, about 78 per cent. in the Residual Group and about 67 per cent. in West Bengal. Some of the other large-size Printing Presses, located in all the centres, had also provided canteens voluntarily, though they employed less than 250 persons. Thus, in the Industry, as a whole, about 21

per cent. of the large units, representing about 4 per cent. of the Printing Presses in the country had actually provided canteen facilities for their workers. It is significant to note that none of the small-size units surveyed was obliged to provide canteens and none had done so either.

Data collected further show that about two-thirds of the units running canteens had made arrangements for the sale of tea, coffee, snacks, etc., whereas the remaining one-third were serving meals as well. Adequate drinking water arrangements in the canteens existed in about 96 per cent. of the units having canteens. In about 44 per cent. of the Printing Presses having canteens, the canteens were run by contractors, in 26 per cent. by the management and in 11 per cent. by workers themselves. In the rest of the units (i.e., about 19 per cent.), the canteens were being run jointly by workers and managements. In about 48 per cent. of the units, items were sold at subsidised rates, in about 41 per cent. at market prices while in the remaining 11 per cent. of the units, the canteens followed 'no profit, no loss' basis. Canteen Managing Committee existed in about one-third of the units having canteens and the prices of the articles sold in these canteens were duly approved by these Committees. Of the remaining units, prices of various items sold in the canteens were being fixed by the managements in about 22 per cent. of the units, by contractors in about 19 per cent. of the units, by workers' organisations in about 8 per cent. of the units and in the rest of the units by the managements in consultation with workers and/or contractors. In about 48 per cent. of the units having canteens (comprising about 75 per cent. of the units each in Madras and West Bengal, about 60 per cent. in the Residual Group and about 11 per cent. in Maharashtra), the managements were subsidising the canteens, mostly on a regular basis, either to meet losses or to enable the canteens to sell the articles at subsidised rates.

The location of the canteens was reported to be either good or very good in all the units. However, in about one-sixth of the units, the hygienic conditions of the canteens were found to be far from satisfactory.

The canteens were reported to be quite popular as about 55 per cent. of the workers employed in the units having canteens were reported to be patronising them.

### 5.5. *Creches*

In their Report, there is no mention of the provision of creches in the Printing Presses visited by the Labour Investigation Committee during 1944-45. However, as a result of the Factories Act, 1948, it became obligatory for all factories employing more than 50 women workers to maintain a creche of the prescribed standard. It is estimated that about 6 per cent. of the Printing Presses in the country had women workers on their rolls as on 31st March, 1965, and only about 5 per cent. of them were actually employing more than 50 women workers. All such units were large and located in West Bengal and the Residual Group. The Survey results show that creche facilities did not exist in any of the units surveyed whether under obligation or not.

### 5.6. *Lockers*

The Survey has revealed that only about two per cent. of the Printing Presses in the country, comprising about 7 per cent. large-sized and about 1 per cent. small-sized units, had provided lockers for keeping clothes of the workers not worn during working hours. These units belonged to all the four strata of the Industry.

### 5.7. Rest Shelters

At the time of Labour Investigation Committee's Enquiry, provision of rest rooms in Printing Presses in the country was on a highly limited scale. Under the Factories Act, 1948, it has become obligatory for every factory wherein more than 150 workers are ordinarily employed to provide and maintain rest shelters or rest-rooms for the use of its employees. However, if the factory/unit is maintaining a canteen of the prescribed standard, the provision of a separate rest shelter is not compulsory.

Information collected during the Survey shows that about 8 per cent. of the large size units constituting hardly 1.5 per cent. of all Printing Presses in the country, were under a statutory obligation to provide rest shelters as they employed more than 150 workers and did not have canteens. Of these, only about 18 per cent. of the presses at the all-India level, representing 40 per cent. of such units in the Residual Group, had fulfilled their obligation. In West Bengal and Maharashtra, none of the units had respected the law in this regard, while in Madras, there was no press legally bound to provide a rest shelter. The reasons advanced by the managements of the defaulting units for not constructing rest shelters were such as shortage of space, no pressure from workers, etc. In a few cases, the rest shelters were reported to be under construction. Observance or violation of the law apart, actually the rest shelters were reported to have been provided in about 3 per cent. of the Printing Presses in the country as some of the managements had voluntarily provided this facility. Thus, in fact, rest shelters were being maintained in about 5 per cent. of the presses in Madras, 3 per cent. in Maharashtra and nearly 2 per cent. each in West Bengal and the Residual Group.

In almost all the units, the rest shelters were found to be quite cool, well-lighted, ventilated and had suitable provision for drinking water. They also afforded adequate protection from weather. However, in about two-fifths of the units, the rest shelters were found to be neither of the prescribed standard nor were they adequately furnished.

### 5.8. Recreation Facilities

The Labour Investigation Committee had reported in 1944-45 that "some indoor and outdoor entertainment and welfare activities for all the industrial workers, inclusive of the press workers, are provided by the government in Bombay, Aligarh and Allahabad". Information collected during the present Survey has revealed that only about 2 per cent. of the Printing Presses in the country (comprising about 4 per cent. of the units in Maharashtra, 3 per cent. in West Bengal and 2 per cent. in the Residual Group), had provided some recreation facilities to their workers. It is significant to note that whereas in Maharashtra, Madras and the Residual Group, none of the small units surveyed had provided recreation facilities, in West Bengal, only the small units had provided such facilities. The facilities provided included a few outdoor and indoor games, radio sets, dramas, film-shows, etc. In a majority of these units recreation facilities were financed by the managements either through contributions or from the welfare funds of the units and in only 6 per cent. of the presses, the expenditure was met by workers themselves. The recreation facilities were available to all workers in about 81 per cent. of the units while in the rest, only those paying the prescribed subscription could use them. The facilities provided in all the units were managed by the employers themselves either directly or through Welfare Officers.

In about 28 per cent. of the units in the Industry, some religious and social functions were also organised every year.

#### 5.9. *Educational Facilities*

Provision of educational facilities in Printing Presses was described by the Labour Investigation Committee as highly limited. The present survey has also revealed that the position has not changed much since then as schools for workers' children had been provided by four units (one large in Maharashtra, one small in Madras and two large in the Residual Group), together constituting hardly one per cent. of the Printing Presses in the country. As for the standard of education, the small press in Madras was running only primary school, one of the two large units in the Residual Group had a middle school, while the remaining two large presses, one in Maharashtra and the other in the Residual Group had primary, middle as well as high schools. Except for the schools in the large unit in Maharashtra which were run exclusively for the children of press employees, all other schools were open to all children. Some fee was charged from the children attending the schools in the two presses in the Residual Group while in the small unit in Madras, books, slates, etc., were supplied free to the children attending the school.

None of the Printing Presses surveyed was reported to be running any adult education centre either inside or outside its premises.

#### 5.10. *Medical Facilities*

Medical facilities provided to the workers in the Printing Press Industry in the country were lamentably meagre in 1944-45 when the Labour Investigation Committee conducted its Enquiry. It was reported by the Committee that even where some facilities existed, those were generally limited to part-time doctors and ill-equipped dispensaries. First-aid chests were kept in regulated units but trained men to render first-aid were few and far between.

Except for first-aid boxes and ambulance rooms, the Factories Act, 1948, does not require employers to provide any other medical facility for the workers. Wherever the Employees' State Insurance Scheme is in force, the workers are entitled to medical benefits under this Scheme. It was observed during the course of the present Survey that nearly two-fifths of the Printing Presses in the country were covered under the Employees' State Insurance Scheme.

##### 5.10.1. *Hospitals and Dispensaries*

The Survey results show that about 2 per cent. of the Printing Presses in the country, comprising about 7 per cent. large and about one per cent. of small units, had maintained dispensaries for the benefit of their workers. The proportion of such units was 5 per cent. in West Bengal, about 3 per cent. in Maharashtra, about 2 per cent. in the Residual Group and nearly one per cent. in Madras.

In about half of the units having dispensaries, full-time doctors were found to have been appointed, whereas in the rest, part-time doctors were working. About 73 per cent. of the part-time doctors were on duty from over 6 hours to 17 hours in a week, and the remaining 27 per cent. from 18 hours to 24 hours in a week. Besides full-time or part-time doctors, other staff appointed generally included compounders, midwives, attendants, sweepers, etc. Besides their normal duties, the doctors looked

after general sanitation in the units and conducted periodic check-up of the workers. They also visited workers' houses in cases of emergency. In addition to the above mentioned units, nearly 5 per cent. of the Printing Presses in the country were having contracts with some other hospitals/dispensaries or individual doctors for the treatment of their employees. Of the units providing medical facilities, contract labour, wherever employed, was not entitled to medical facilities as available to labour engaged directly.

#### 5.10.2. *Ambulance Rooms*

Under the Factories Act, 1948, every factory employing more than 500 workers is required to provide and maintain an ambulance room. The Rules framed by the State Governments prescribe the requirements of such rooms. It is estimated that about 8 per cent. of the large units, constituting only one per cent. of the Printing Presses in the country and situated in all the centres, were under a statutory obligation to provide and maintain ambulance rooms and hardly one-tenth of them (all of which were in the Residual Group) had actually done so. Even though a few presses in West Bengal had provided this facility to their workers on a voluntary basis, the proportion of units having ambulance rooms was negligible at the all-India level. In about half of the units having ambulance rooms, they were under the charge of part time doctors only who were available for 14 hours in a week.

#### 5.10.3. *First-aid Boxes*

The Factories Act, 1948, lays down that every factory should maintain first-aid boxes at the rate of one for every 150 workers ordinarily employed. Standards have also been prescribed regarding the items to be provided in the first-aid boxes. The law further requires that such boxes must be kept under the charge of trained personnel and should be easily accessible to workers during all the working hours.

The Survey results show that all the Printing Presses covered in Maharashtra, about 96 per cent. of those in Madras, about 80 per cent. in West Bengal and about 70 per cent. in the Residual Group, representing about 81 per cent. of the units at the all-India level, had maintained first-aid boxes. In hardly one-fifth of the units providing first-aid boxes, the contents of the boxes were found to be complete. In the remaining units, some or the other deficiency in the first-aid equipment was noticed. In about 31 per cent. of the units having first-aid boxes, there were trained first-aiders. The corresponding proportion of the presses having trained first-aiders was about 47 per cent. in Maharashtra, about 43 per cent. in West Bengal. In 10 per cent. in the Residual Group and about 6 per cent. in West Bengal. In about 93 per cent. of the units having first-aiders, they had received training under St. John Ambulance or Red Cross. The first-aid boxes were easily accessible to the workers in most of the Printing Presses in the country.

#### 5.11. *Transport Facilities*

Only about 2 per cent. of the units in Maharashtra and about 1 per cent. in the Residual Group, representing about 1 per cent. of the presses at the all-India level, had provided free transport facility to their workers from their homes to the press and back.

#### 5.12. *Housing Facilities*

In 1944-45, the Labour Investigation Committee had remarked that housing conditions for workers employed in Printing Presses presented a

hopeless spectacle. At the time of the present Survey also, only 4 per cent. of the Printing Presses in the country had provided housing accommodation to their employees and most of it was *pucca* built. Centrewise details are presented in Statement 5.2.

## STATEMENT 5.2

*Estimated Percentage of Printing Presses Providing Houses, etc.*  
(1965-66)

Centre	Number of Presses	Percentage of Presses Providing Houses	Percentage of Houses Consisting of				Percentage of Presses which	
			One Room	Two Rooms	Three Rooms	Four or more Rooms	Charged no Rent at all	Charged Rent from all
1	2	3	4	5	6	7	8	9
Maharashtra ..	527	3.7	33.5	57.0	9.5	—	39.0	61.0
Large Presses ..	144	8.3	34.8	55.3	9.9	—	—	100.0
Small Presses ..	383	2.0	—	100.0	—	—	100.0	—
Madras ..	505	1.5	100.0	—	—	—	100.0	—
Large Presses ..	68	—	—	—	—	—	—	—
Small Presses ..	437	1.8	100.0	—	—	—	100.0	—
West Bengal ..	237	3.3	100.0	—	—	—	100.0	—
Large Presses ..	83	9.5	100.0	—	—	—	100.0	—
Small Presses ..	154	—	—	—	—	—	—	—
Residual ..	1,657	4.9	19.2	31.1	39.2	10.5	41.0	59.0
Large Presses ..	220	25.0	17.9	31.4	40.0	10.7	28.4	71.4
Small Presses ..	1,437	1.9	83.3	16.7	—	—	66.6	33.4
All India ..	2,926	4.0	26.6	43.3	24.7	5.4	48.5	51.5
Large Presses ..	515	14.5	26.5	42.5	25.5	5.5	31.5	68.5
Small Presses ..	2,411	1.8	32.2	67.8	—	—	78.8	21.2

It would be seen from the Statement that about 70 per cent. of the houses had one or two rooms and the rest had three or more rooms. In Madras and West Bengal, all the houses provided were one-room tenements for which no rent was charged. In about 52 per cent. of the units, some rent was being charged from the allottees. In public sector undertakings rent was charged at 10 per cent. of the basic pay. In some other units, a fixed sum was charged as rent.

It has been estimated on the basis of the results of the Survey that only 7 per cent. of the workers employed in the Printing Presses in the country had been provided houses by the employers. Details appear in Statement 5.3.

## STATEMENT 5.3

*Estimated Percentage of Workers Allotted Houses*  
(1965-66)

Centre						Number of Presses	Number of Workers* Employed as on 31st March, 1965	Percentage of Workers Allotted Houses
1						2	3	4
Maharashtra	..	..	..	..	..	527	39,990	11.7
Large Presses	..	..	..	..	..	144	31,233	14.4
Small Presses	..	..	..	..	..	388	8,757	2.0
Madras	..	..	..	..	..	505	21,046	†
Large Presses	..	..	..	..	..	68	14,145	—
Small Presses	..	..	..	..	..	437	6,901	0.1
West Bengal	..	..	..	..	..	237	22,545	0.3
Large Presses	..	..	..	..	..	83	18,982	0.3
Small Presses	..	..	..	..	..	154	3,563	..
Residual	..	..	..	..	..	1,657	59,816	8.7
Large Presses	..	..	..	..	..	220	42,405	12.0
Small Presses	..	..	..	..	..	1,437	17,411	0.6
All India	..	..	..	..	..	2,926	1,43,397	7.0
Large Presses	..	..	..	..	..	515	1,06,765	9.1
Small Presses	..	..	..	..	..	2,411	36,632	0.6

\*Covered under the Factories Act, 1948.

†Less than 0.05.

### 5.13. Other Amenities

Hardly one per cent. of the Printing Presses in the country were reported to be running grain shops for their workers. All these presses were located in Maharashtra and Madras and the proportion of units providing such facility was about 2 per cent. in each. In about 66 per cent. of these units, the grains were sold at cost price, in about 16 per cent. of the units, at subsidised rates, and in the rest (i.e., about 18 per cent.), at the market price.

Co-operative societies of one type or the other were functioning in about 4 per cent. of the Printing Presses in the country (comprising about 11 per cent. of the units in Maharashtra, about 7 per cent. in Madras, about 2 per cent. in West Bengal and one per cent. in the Residual Group). Of the units having co-operative societies, about 93\*\* per cent. had co-operative credit societies, about 34\*\* per cent. had co-operative stores and nearly 7\*\* per cent. were running co-operative housing societies. It was in only about one-fifth of the units having co-operative societies that these co-operatives were receiving some financial assistance from the managements.

About 6 per cent. of the Printing Presses in the country, mostly belonging to the large-size, were reported to have provided some protective equipment such as rubber gloves, aprons, gum boots, etc., to their workers.

\*\* These percentages are over-lapping as some presses had more than one type of co-operatives.



## CHAPTER VI

### SOCIAL SECURITY

Before Independence, industrial workers in India enjoyed only a limited measure of social security. It was mainly in the form of Workmen's Compensation Act passed by the Central Government in 1923 and the Maternity Benefit Acts enacted by the State Governments. Since Independence, however, there has been a considerable enlargement of the scope and content of social security benefits, mainly as a result of the enactment of the Employees' State Insurance Act, 1948, and the Employees' Provident Funds Act, 1952, and to a certain extent, as a consequence of adjudication awards, etc. The following paragraphs describe briefly the position in the Printing Press Industry at the time of the present Survey.

#### 6.1. *Provident Fund Schemes*

During 1944-45, the Labour Investigation Committee had reported the existence of provident fund schemes in only some of the Printing Presses covered by them, most of which were in the public sector. The present Survey has revealed that about 99 per cent. of large-size and about 29 per cent. of small-size printing presses, together constituting about 41 per cent. of all the Printing Presses in the country, had introduced provident fund schemes for the benefit of their workers. The proportion of the units having provident fund schemes was the highest (about 68 per cent.) in West Bengal and the lowest (33 per cent.) in the Residual Group. It is significant to note that, except in the Residual Group, all the large presses surveyed in Maharashtra, Madras and West Bengal had provident fund schemes in operation. About 97 per cent. of the units having provident funds had instituted the same under the Employees' Provident Fund Scheme framed by the Government of India in 1952 and consequently, the scope, rate of contribution, conditions of eligibility, etc., were the same as laid down under the Scheme. A few of these units had also introduced General Provident Fund Scheme which was non-contributory so far as employers were concerned. This Scheme covered all those employees who were not covered under the statutory scheme. In the remaining about 3 per cent. of the units, all of which belonged to the large-size, only non-contributory General Provident Fund Schemes were in operation. All the units having non-contributory Provident Fund Schemes were in the public sector.

Of the workers covered under the Factories Act, 1948, about 61 per cent. were members of the various provident fund schemes as on 31st March, 1965. Details regarding the existence of provident fund schemes, etc., in different centres appear in Statement 6.1.

## STATEMENT 6.1

*Estimated Percentage of Printing Presses having Provident Fund Schemes, etc.*

(31st March, 1965)

Centre	Total Number of Presses	Percentage of Presses having Provident Fund Schemes	Percentage (of Col. 3) of Presses having			Estimated Total Number of Workers* Employed as on 31-3-1965	Percentage of Workers who were Members of the Provident Fund Schemes (of Col. 7)
			Employees' Provident Funds Scheme	Employees' Provident Fund and Other Schemes	Only other Schemes		
1	2	3	4	5	6	7	8
Maharashtra .. ..	527	57.9	97.4	1.3	1.3	39,990	74.6
Large Presses .. ..	144	100.0	94.4	2.8	2.8	31,233	82.4
Small Presses .. ..	383	42.0	100.0	—	—	8,757	47.0
Madras .. ..	505	37.8	98.0	—	2.0	21,046	65.5
Large Presses .. ..	68	100.0	94.4	—	5.6	14,145	81.0
Small Presses .. ..	437	28.1	100.0	—	—	8,901	33.8
West Bengal .. ..	237	67.5	95.1	—	4.9	22,545	50.1
Large Presses .. ..	83	100.0	90.5	—	9.5	18,982	49.1
Small Presses .. ..	154	50.0	100.0	—	—	3,563	55.4
Residual .. ..	1,657	33.0	95.0	0.7	4.3	59,816	54.2
Large Presses .. ..	220	98.2	87.3	1.8	10.9	32,405	64.1
Small Presses .. ..	1,437	23.0	100.0	—	—	17,411	30.1
All India .. ..	2,926	41.1	96.1	0.6	3.3	1,43,397	60.9
Large Presses .. ..	515	99.2	90.8	1.5	7.7	1,06,765	69.0
Small Presses .. ..	2,411	28.7	100.0	—	—	36,632	37.3

\*Covered under Factories Act, 1948.

## 6.2 Pension Schemes

The Labour Investigation Committee had found that pension schemes existed in a few presses in U.P., Bihar, Bengal, Madras and Bombay. Most of these units were in the public sector. At the time of the present Survey, about 13 per cent. of the large units representing only about 2 per cent. of all the Printing Presses in the country, were having pension schemes for their employees. The schemes were regular in about 94 per cent. of the units and, in the rest, payment of pension depended on the discretion of the management. The data collected further show that about 88 per cent. of the units having pension schemes were Government undertakings and hence the workers were entitled to the pensionary benefits as per the Government Rules. The remaining 12 per cent. of the units comprised actually only two private sector presses, one of which was located in the Residual Group and the other in Maharashtra. In the former, the benefit of pension was available to all those workers who had put in a minimum service of 15 years. The rate of pension varied depending upon the service rendered by the employee and ranged from 15 to 30 per cent. of the basic wage at the time of retirement. In the other unit, the payment of pension was entirely at the discretion of the

management and only production workers were entitled to it. On the date of visit to the unit, only one person was getting the pension which was at the rate of one-third of the average earnings during the year of retirement. Actually, the management had discontinued this scheme since 1965 but the commitments made earlier were being honoured.

### 6.3. *Gratuity Schemes*

The Labour Investigation Committee had found that the benefits of gratuity were extended by some of the more enlightened employers only. None of the Printing Presses surveyed by the Committee in Madras had any gratuity scheme for its workers in 1944-45. Very few presses in Punjab, U.P., Bihar, Bengal and Bombay had introduced such schemes. At the time of the present Survey, gratuity schemes were reported to be in operation in about 13 per cent. of the Printing Presses in the country, comprising about 35 per cent. of the large-size and about 8 per cent. of the small-size units. The proportion of the presses having gratuity scheme was the highest (about 22 per cent.) in Maharashtra and the lowest (about 8 per cent.) in West Bengal. In Madras and the Residual Group, the percentage of the units having introduced gratuity schemes was about 18 and 10 respectively.

In about 85 per cent. of the Printing Presses having gratuity schemes, which comprised about 76 per cent. of such presses in Maharashtra, 75 per cent. in Madras, cent. per cent. in West Bengal and 94 per cent. in the Residual Group, the payment of gratuity was made under regular schemes, while in the rest, its payment was solely at the discretion of the managements. In about 95 per cent. of the Printing Presses having gratuity schemes, gratuity was payable in case of death and in about 99 per cent. of the units on retirement. About 72 per cent. of the presses also paid gratuity in cases of termination of service on grounds other than misconduct and, in about 69 per cent. of the presses, it was also paid in cases of resignation from the service. In about 82 per cent. of the Printing Presses having gratuity benefits, gratuity was payable to all categories of workers, while in the remaining 18 per cent. (comprising 63 per cent. of the presses in Madras and 110 per cent. in Maharashtra), it was restricted to certain categories of employees only. The main condition for the payment of gratuity was usually completion of a minimum number of years of service. Such period varied from unit to unit but in a vast majority of the cases it was 15 years of service or more. The rate of payment was generally 15 days' wages for each completed year of service, subject to a certain maximum.

On the basis of the data collected during the Survey, it has been estimated that 441 persons in the Printing Press Industry received gratuity during 1964.

Contract labour, wherever employed, was not eligible for gratuity.

### 6.4. *Maternity Benefits*

Legislation providing for payment of cash maternity benefits for certain periods before and after confinement, granting of leave and certain other facilities, etc., to women workers employed in factories, exists in almost all the States under the Maternity Benefit Acts passed by the State Governments. However, wherever the Employees' State Insurance Scheme has been implemented, the employers are absolved of their liability under the concerned Maternity Benefit Act.

At the time of the present Survey, the Employees' State Insurance scheme was in operation in some of the areas of all the four centres. Wherever the State Insurance Scheme was implemented the women workers were getting the maternity benefits as available under this Scheme. Information pertaining to maternity benefit payment in respect of the Printing Presses not covered under the above scheme shows that, during 1964, maternity benefit claims numbering about 24 were made and accepted for payment in the Printing Press Industry. These claims were made and paid in about 17 per cent. of the large-size and 10 per cent. of the small-size establishments.

The Workmen's Compensation Act, 1923, as amended from time to time, and the Employees' State Insurance Act, 1948, provide for the payment of compensation to workers who are injured on account of accidents arising out of and in the course of employment. Provisions of the Workmen's Compensation Act were applicable, at the time of the Survey, to all the Printing Presses excepting those covered under the Employees' State Insurance Scheme.

During the present Survey, information in respect of number and nature of industrial accidents was collected from all the sampled establishments whether covered or not under the Employees' State Insurance Scheme. It is estimated that, during 1964, accidents had occurred in about 7 per cent. of the Printing Presses in the country and an estimated total number of 550 workers were involved in these accidents. The rate of accidents per thousand workers, based on the estimate of average number employed during 1964, as also distribution of workers involved by nature of accidents, are given in Statement 6.2.

#### STATEMENT 6.2

##### *Estimated Proportion of Workers Involved in Accidents by Nature of Accidents (1964)*

Centro	Number of Presses	Percent- age of Presses where Accidents were Reported	Estima- ted Average Daily Number of Workers Employed in 1964	Number of Workers Involved in Accidents per 1,000 Workers Employed Resulting in			
				Death	Perma- nent Disabili- ties	Temporary Disabili- ties	Total
1	2	3	4	5	6	7	8
Maharashtra .. ..	527	8.3	38,638	—	—	1.1	1.1
Large Presses .. ..	144	25.0	28,550	—	—	1.2	1.2
Small Presses .. ..	383	2.0	10,088	—	—	0.8	0.8
Madras .. ..	505	4.5	17,497	—	—	6.3	6.3
Large Presses .. ..	68	22.2	11,824	—	—	8.8	8.8
Small Presses .. ..	437	1.8	5,673	—	—	1.2	1.2
West Bengal .. ..	237	14.9	12,330	—	—	9.3	9.3
Large Presses .. ..	83	33.3	9,509	—	—	11.2	11.2
Small Presses .. ..	154	5.0	2,821	—	—	2.8	2.8

STATEMENT 6.2—*contd.*

1	2	3	4	5	6	7	8
Residual .. ..	1,657	5.5	46,475	—	0.1	6.0	6.1
Large Presses .. ..	220	25.0	30,595	—	0.1	7.8	7.9
Small Presses .. ..	1,437	2.5	15,880	—	—	2.6	2.6
All India .. ..	2,926	6.6	1,14,940	—	*	4.8	4.8
Large Presses .. ..	516	26.0	80,478	—	0.1	6.0	6.0
Small Presses .. ..	2,411	2.4	34,462	—	—	1.9	1.9

\*Less than 0.05.

It will be seen from the Statement (6.2) that, during 1964, the rate of accidents in the Industry, as a whole, was about 5 per thousand workers employed. As regards the nature of accidents excepting a few accidents in large factories in the Residual Group which resulted in permanent disability, in all others the workers involved suffered only temporary disability. None of the accidents resulted in death.

#### 6.6. Occupational Diseases

Compensation is also payable under the Workmen's Compensation Act in case of certain occupational diseases mentioned in a schedule to the Act. During the present Survey, only one large-size unit surveyed in the Residual Group reported some cases of occupational disease. This related to a disease called Blue Line which caused blue lines on the gums and resulted from contact with lead material. However, no cases of occupational diseases in respect of which compensation was paid during 1964 were reported.

## CHAPTER VII

### INDUSTRIAL RELATIONS

During the post war years, particularly after Independence, considerable thought and action have been devoted to matters pertaining to improvement of labour-management relations in India. Various legislative measures passed by the Government of India, notably the Industrial Disputes Act, 1947, and by the State Governments, have gone a long way in improving industrial relations in the country. During the present Survey, information was collected on some important aspects of industrial relations in the Printing Press Industry and the findings are discussed in the following paragraphs.

#### 7.1. Industrial Disputes

Data pertaining to industrial disputes were not collected during the present Survey since the same were already available in the Labour Bureau. Such information in respect of the number of industrial disputes in the industry group "Printing, Publishing and Allied Industries" and consequent loss of man-days since 1961 is given in the following Statement 7.1.

#### STATEMENT 7.1

*Number of Disputes Resulting in Work-stoppages, Workers Involved and Man-days Lost in "Printing, Publishing and Allied Industries" (1961—65)*

Year							Number of Disputes*	Number of Workers Involved	Number of Man-days Lost (in 000's)
1							2	3	4
1961	..	..	..	..	..	..	14	507	5
1962	..	..	..	..	..	..	26	6,287	60
1963	..	..	..	..	..	..	32	2,336	18
1964	..	..	..	..	..	..	42	3,273	60
1965	..	..	..	..	..	..	34	6,873	27

\*Resulting in work-stoppages on account of strikes or lock-outs and involving 10 or more workers.

Source :—Indian Labour Statistics.

#### 7.2. Trade Unionism

The Labour Investigation Committee, during the period of their Enquiry in 1944-45 observed that the trade unions in the Printing Press Industry were disorganised and weak because the average unit was not of any considerable size. Information collected during the present Survey has revealed that workers had organised themselves into trade unions in about 30 per cent. of the Printing Presses in the country, comprising about 63 per cent. of the large-size and nearly 22 per cent. of the small size

units. Maharashtra and Madras were leading in this respect as trade unions existed there in about 42 and 39 per cent. of the presses, respectively, as against 28 and 23 per cent. of the units in West Bengal and the Residual Group respectively.

About 45 per cent. of the workers in the Industry, as a whole, were members of trade unions. Further details appear in Statement 7.2.

### STATEMENT 7.2

*Estimated Percentage of Printing Presses Where Workers were Members of Trade Unions, etc.*

(1965-66)

Centre	Total Number of Presses	Percentage of Presses Where Workers were Members of Trade Unions	Total Number of Workers* Employed on 31st March, 1965	Number of Workers who were Members of Trade Unions	Percentage of Presses Where Unions (some or all) were Recognised (of Col. 3)
1	2	3	4	5	6
Maharashtra .. ..	527	41.5	39,990	21,734 (54.4)	69.7
Large Presses .. ..	144	66.7	31,233	19,673 (63.0)	70.8
Small Presses .. ..	383	32.0	8,757	2,061 (23.5)	68.8
Madras .. ..	505	38.6	21,046	10,043 (47.7)	100.0
Large Presses .. ..	68	61.1	14,145	8,228 (58.2)	100.0
Small Presses .. ..	437	35.1	6,901	1,815 (26.3)	100.0
West Bengal .. ..	237	28.1	22,545	6,996 (31.0)	70.6
Large Presses .. ..	83	52.4	18,982	6,411 (33.8)	72.7
Small Presses .. ..	154	15.0	3,563	585 (16.4)	66.7
Residual .. ..	1,657	23.3	50,816	16,194 (43.8)	75.0
Large Presses .. ..	220	66.1	42,405	23,961 (56.5)	70.3
Small Presses .. ..	1,437	16.8	17,411	2,233 (12.8)	77.8
All India .. ..	2,926	29.6	1,43,397	64,967 (45.3)	78.9
Large Presses .. ..	515	63.4	1,06,765	58,273 (54.6)	74.6
Small Presses .. ..	2,411	22.4	36,632	6,694 (18.3)	81.6

\*Covered under the Factories Act, 1948.

NOTE :—Figures within brackets in column 5 are percentages of workers who were members of trade unions to the total number of workers covered under the Factories Act, 1948 on the specified date.

About 79 per cent. of the Printing Presses having trade unions had accorded recognition to one or the other union functioning in their units.

The data collected further show that in about 94 per cent. of the Printing Presses, the trade unions were registered under the Trade Unions Act, 1926. Multiplicity of trade unions was not so evident in

Printing Presses in the country since, out of the units where trade unions were functioning, as many as about 93 per cent. had one union each. Nearly 6 per cent. of the establishments had two unions each, while in the remaining one per cent., three or four unions were operating.

Trade Unions, wherever existing, were discharging some functions, mainly with the object of promoting the interest of the workers. Securing claims of their aggrieved members under the various Labour Acts was their main or sole function. In addition, about 14 per cent. of the trade unions in the Industry, as a whole, were reported to be providing relief to their distressed members and about 11 per cent. of the unions had provided some sort of recreation and/or welfare facilities for their members. Adult education does not seem to have attracted the attention of any trade union in the Industry.

### 7.3. *Collective Agreements*

In the course of the present Survey, information was collected in respect of collective agreements concluded since 1956 in the sampled establishments. It is estimated that such agreements had been concluded in about 9 per cent. of the Printing Presses in the country. This proportion was the highest (about 23 per cent.) in Maharashtra and the lowest (about 3 per cent.) in West Bengal and the Residual Group. In Madras, the proportion of the units which had concluded collective agreements was about 17. It was also noted that collective agreements were concluded more in large units than in small ones at the Industry as well as centre level. In the Industry as a whole, the corresponding percentages in large and small presses were about 25 and 5 respectively. In West Bengal none of the small-size presses surveyed had concluded any collective agreement. The subject matters of collective agreements covered a wide field such as fixation of wages, revision of dearness allowance, bonus, leave, supply of uniforms, night shift allowance, rate of contribution to provident fund, grant of increments, gratuity, age of retirement, etc.

### 7.4. *Standing Orders*

The Labour Investigation Committee, during their Enquiry in 1944-45, found that very few of the private Printing Presses had Standing Orders while in Government Presses, the employer-employee relations were governed by the rules framed by the respective Governments. With the enactment of the Industrial Employment (Standing Orders) Act, 1946, it has become obligatory for all factories employing 100 or more workers to frame Standing Orders for regulating such matters as classification of workers, intimation of periods and hours of work, holidays, termination of employment, redress of grievances, etc.

The Survey results show that only about 6 per cent. of the Printing Presses in the country—all belonging to the large size were under a statutory obligation to frame Standing Orders. These comprised about 13 per cent. of the presses in West Bengal, 11 per cent. in Maharashtra and 5 per cent. each in Madras and the Residual Group. Of these, about 56 per cent. (comprising all such presses in Madras, 75 per cent. of those in West Bengal, 47 per cent. in the Residual Group and 36 per cent. in Maharashtra) had framed Standing Orders. It was also observed that quite a large number of Printing Presses, particularly in Madras, had also framed Standing Orders in spite of the fact that they were not under any statutory obligation to do so. Thus, in the Industry, as a whole, about 14 per cent. of the Printing Presses, consisting of about 37 per cent. of the



large units and about 9 per cent. of the small ones, had framed Standing Orders for their workers.

In about 91 per cent. of the units having Standing Orders, they had been framed under the Industrial Employment (Standing Orders) Act, 1946, and in 4 per cent., under some other Acts such as the Bombay Industrial Relations Act, 1946. In the remaining about 5 per cent. of the presses, the information regarding the Act under which these Orders had been framed was not available. Excepting one large printing press in the Residual Group, in all other presses having Standing Orders they were duly certified by the competent authority. In about 17 per cent. of the presses, the Standing Orders covered production workers only while in the rest, they covered production workers and clerical and watch and ward staff.

### 7.5. *Labour and Welfare Officers*

From the Report of the Labour Investigation Committee it would appear that, at the time of their Enquiry in 1944-45, Labour/Welfare Officers, except for a part-time Personnel Officer in one press in Bombay were conspicuous by their absence. With the enactment of the Factories Act, 1948, the appointment of Welfare Officers became obligatory for every factory wherein 500 or more workers are employed.

The present Survey has revealed that, but for a few large-size Printing Presses in the Residual Group, all others employing 500 or more workers had duly appointed Labour/Welfare Officers. These presses constituted about four-fifths of the Printing Presses employing 500 or more workers in the Industry, as a whole. It was further observed that a few Printing Presses, majority of which were located in Madras, had also appointed Labour and/or Welfare Officers, voluntarily although they were under no statutory obligation to do so. Thus, about 2 per cent. of the Printing Presses in the Industry as a whole, had appointed Labour and/or Welfare Officers.

These Officers had a wide range of activities and were found to be performing all the duties prescribed in the Rules framed under the Factories Act. Securing redress of workers' day-to-day grievances and maintenance of harmonious relations between the management and the employees by acting as liaison officers were some of their most important functions. They were also advising the managements in regard to matters connected with the proper implementation of various labour laws. Organisation and supervision of labour welfare and recreation activities also formed a part of their duties. It was reported that in about 57 per cent. of the Printing Presses where Labour/Welfare Officers had been appointed, they were appearing before Industrial Tribunals, Labour Courts, etc., on behalf of the managements, in cases of industrial disputes. These comprised all such units in West Bengal, 75 per cent. in the Residual Group, 50 per cent. in Madras and about 25 per cent. in Maharashtra.

### 7.6. *Works Committees*

Though the Royal Commission on Labour had, as early as in 1930, emphasised the vital role that Works Committees could play in providing a recognised means of consultation between managements and workers and thus eliminating the source of friction and inculcating a greater sense of responsibility and creative interest amongst the workers and manage-

ments, it was not till the enactment of the Industrial Disputes Act, 1947 that any positive step was taken by the Government for the setting up of such committees. The Act empowers the appropriate Governments to prescribe that Works Committees should be constituted in every industrial establishment employing 100 or more workers. Some of the State laws also provide for the constitution of Joint Committees. From the Report of the Labour Investigation Committee, it appears that, at the time of their Enquiry in 1944-45, very few Printing Presses had constituted Works Committees. They were, however, not popular among the workers as they did not perform useful functions.

The results of the present Survey show that about 1 per cent. of the Printing Presses in the country, all belonging to the large-size, were employing 100 or more workers and Works Committees existed in about 44 per cent. of them (or in nearly 3 per cent. of the units in the Industry, as a whole). Whereas none of the Printing Presses in West Bengal had set up the Works Committees, in Madras, as many as 71 per cent. of the Printing Presses employing 100 or more workers had done so. The corresponding percentage in the Residual Group and Maharashtra was 53 and 43 respectively. No other unit in the Industry had set up any such Committee voluntarily. The main reasons put forth by the employers for not setting up Works Committees in units where it was obligatory were that such committees were not considered necessary as they could discuss all matters with the representative trade unions and the managements were not aware of their responsibility for setting up the Works Committees as they were not directed by any authority to do so.

In about two-thirds of the Printing Presses where Works Committees had been constituted, they consisted of equal number of representatives of employers and workers. In the rest, the number of workers' representatives exceeded the number of employers' representatives. In about 14 per cent. of the Printing Presses, the Works Committees had not met even once during the twelve months ended March, 1965, while in about 43 per cent. of the units, the Works Committees had met up to three times during this period. In 33 per cent. of the units, the Works Committees were reported to have met for four times or more during the year. Information about the number of meetings held by the Works Committees was not available from the remaining nearly one-tenth of the units. Day-to-day matters of mutual interest such as provision of drinking water facility, supply of uniforms to the workers, payment of overtime, provision of fans and sufficient lighting arrangements, etc., in the workplaces, regular white washing of the workers' quarters, etc., formed the subject matters of the discussions held in Works Committees' meetings. The decisions taken were generally implemented.

#### *7.7. Production Committees and Other Committees*

Production Committees for devising ways and means of increasing production and enlisting the co-operation of the workers therefor, existed in hardly one per cent. of the Printing Presses in the country, consisting of about 8 per cent. of the large-size presses in Maharashtra and 2 per cent. of the small-size presses in the Residual Group. These Committees generally consisted of almost an equal number of representatives of the workers and the managements.

Safety Committees, for devising ways and means of minimising the occurrence of accidents by training workers in safety measures, existed in

about 5 per cent. of the large-size Printing Presses in the Residual Group. However, at the all-India level, such presses formed a negligible proportion of the total presses. The Committees in all the units included the representatives of the workers also.

#### 7.8. *Grievance Procedure*

With the enactment of Industrial Employment (Standing Orders) Act, 1946, it became obligatory for all factories employing 100 or more workers to frame Standing Orders prescribing *inter alia*, the procedure to be followed for the redress of workers' grievances. As stated elsewhere in this Chapter, about 14 per cent. of the Printing Presses in the country had framed Standing Orders and, thus, a prescribed grievance procedure had been laid down in those units. Besides, some more Printing Presses, spread over in all the centres, had also, prescribed a regular procedure for the redress of workers' grievances. Thus, it was observed that about one-sixth of the Printing Presses in the country (comprising about 45 per cent. of the large and 9 per cent. of the small units) had laid down a regular grievance procedure. The proportion of such units was the highest (about 50 per cent.) in Madras and the lowest (about 7 per cent.) in the Residual Group. In West Bengal and Maharashtra, the corresponding percentages were 20 and 9 respectively.

According to the prevailing practice, it was found that in small units the workers usually brought all their grievances to the notice of the proprietor whose decision was final. In large presses, all complaints were generally looked into by the immediate superior or Labour/Welfare Officers, wherever appointed. In case the complaints were not settled at their level, they were brought to the notice of the Manager whose decision was generally final. In a few cases, trade unions, too, could take up the matter with the management.

#### 7.9. *Association of Workers with the Management*

The Survey has shown that none of the units covered had introduced any scheme for associating workers with the management of the establishment.

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## CHAPTER VIII

### LABOUR COST

Information relating to labour cost was collected from sampled establishments, during the course of the present Survey, in respect of the employees covered under the Factories Act, 1948, and receiving less than Rs. 400 per month as wages. This was in pursuance of the decision taken by the Study Group on Wage Costs appointed by the Ministry of Labour and Employment in 1959. The enquiry pertaining to Labour Cost was modelled on the lines of the Study of Labour Costs in the European Industry made by the International Labour Office in 1956, with such modifications as were considered necessary in the light of the conditions in India. For instance, in view of the fact that, in India, wages are paid on the basis of days instead of hours, data were collected in respect of man-days instead of man-hours. Similarly, it was found in the course of the pilot enquiry that, except for very few establishments, separate records of premium payments made for leave or holidays, or for days not worked, were not maintained and hence these were dropped as separate items and recorded under 'basic Wages'. Certain additions were made in the list either on the basis of the decisions of the Study Group referred to above or to elicit separate information on some of the items on which employers have to incur expenses under labour laws in force in the country, e.g., lay-off, retrenchment compensation, etc.

As mentioned earlier, the Survey in the Printing Press Industry started in April, 1965 and ended in February, 1966. With a view to maintaining comparability of data and ensuring uniformity, it was intended to collect information, as far as possible, for the calendar year 1964. If, however, the financial year of the establishment did not coincide with the calendar year, and it was not feasible to collect information for 1964, the field staff were asked to collect the data for the latest period of 12 months for which information was available subject to the condition that at least 6 months of the reference year (i.e., calendar year 1964) were covered. The available data show that it was possible to collect information for the year 1964 or for a major part of it from all the sampled units. Accordingly, the data may be taken to refer broadly to the year 1964.

#### 8.1. *Labour Cost per Man-day Worked*

Data in respect of man-days worked and the wages and other earnings of the workers were collected for the above-mentioned period. Further, expenditure incurred by the employers on various welfare and social security measures, subsidy services, etc., representing the cost incurred by the employers on labour was also recorded in the course of the Survey. Based on the above, the average cost per man-day worked has been worked out and is given in Statement 8.1.

## STATEMENT 8.1

*Estimated Labour Cost Per Man-day Worked in the Printing Press  
Industry  
(1964)*

Centro									Labour Cost Per Man-day Worked (In Rupees)
1									2
Maharashtra ..	..	..	..	..	..	..	..	..	5.34
Large Presses ..	..	..	..	..	..	..	..	..	5.66
Small Presses ..	..	..	..	..	..	..	..	..	4.17
Madras ..	..	..	..	..	..	..	..	..	5.69
Large Presses ..	..	..	..	..	..	..	..	..	6.84
Small Presses ..	..	..	..	..	..	..	..	..	3.68
West Bengal ..	..	..	..	..	..	..	..	..	7.70
Large Presses ..	..	..	..	..	..	..	..	..	8.43
Small Presses ..	..	..	..	..	..	..	..	..	5.28
Residual ..	..	..	..	..	..	..	..	..	5.59
Large Presses ..	..	..	..	..	..	..	..	..	6.42
Small Presses ..	..	..	..	..	..	..	..	..	3.88
All India ..	..	..	..	..	..	..	..	..	5.74
Large Presses ..	..	..	..	..	..	..	..	..	6.40
Small Presses ..	..	..	..	..	..	..	..	..	4.05

The overall labour cost per man-day worked in the Printing Press Industry has been estimated at Rs. 5.74. It was the highest (Rs. 7.70) in West Bengal and the lowest (Rs. 5.34) in Maharashtra. The labour cost incurred by employers in large units was invariably higher than that incurred by their counterparts in small-size establishments.

### 8.2. Components of Labour Cost

Statement 8.2 shows the distribution of labour cost according to major heads under which the data were collected.

#### 8.2.1. Wages

This component comprises basic wage and dearness allowance, incentive or production bonus and attendance bonus, if any, received by the employees. It was desired by the Bureau to collect data, under this head, in respect of the man-days worked alone, but in the course of the pilot enquiry it was found that most of the employers did not maintain separate records of payments made for the days actually worked and for leave and holiday periods. Consequently, the amount of basic wage and dearness allowance recorded included the sum paid for the days worked as well as not worked but paid for.

It would be seen from Statement 8.2 that 'Wages' accounted for about 83 per cent. of the total labour cost in the Industry, as a whole. Amongst the various centres this proportion varied from about 78 per cent. in Madras to about 86 per cent. in the Residual Group. The proportion of

labour cost on account of 'wages' was generally higher in small-size units as compared to large ones.

**STATEMENT 8.2**  
**Estimated Labour Cost Per Man-day Worked by Main Components**  
**(1964)**

(In Rupees)

Centre		Wages	Premium Pay for Over- time and Late- Shifts	Bonu s	Other Cash Pay- ments	Money Value of Concess- ions in Kind	Social Security	
							Obli- gatory	Non- Obli- gatory
(a)		(b)	(c)					
1		2	3	4	5	6	7	8
Maharashtra	..	4.55 (85.29)	0.13 (2.51)	0.14 (2.56)	0.09 (1.64)	0.01 (0.12)	0.27 (5.05)	* (0.04)
Large Presses	..	4.83 (85.34)	0.18 (2.92)	0.15 (2.58)	0.10 (1.75)	* (0.06)	0.29 (5.08)	* (0.03)
Small Press	..	(3.54) (85.08)	0.02 (0.44)	0.10 (2.44)	0.05 (1.09)	0.02 (0.41)	0.20 (4.89)	* (0.09)
Madras	..	4.42 (77.71)	0.13 (2.26)	0.46 (8.06)	0.03 (0.53)	0.01 (0.10)	0.37 (6.40)	0.05 (0.87)
Large Presses	..	5.19 (75.79)	0.17 (2.43)	0.57 (8.39)	0.05 (0.65)	* (0.06)	0.49 (7.10)	0.07 (1.06)
Small Presses	..	3.09 (53.95)	0.06 (1.70)	0.26 (6.99)	0.01 (0.16)	0.01 (0.26)	0.15 (4.13)	0.01 (0.24)
West Bengal	..	6.11 (79.34)	0.16 (2.09)	0.56 (7.31)	0.16 (2.03)	0.01 (0.12)	0.47 (6.08)	—
Large Presses	..	6.62 (78.58)	0.19 (2.18)	0.61 (7.28)	0.19 (2.29)	* (0.04)	0.53 (6.22)	—
Small Presses	..	4.37 (82.77)	0.08 (1.57)	0.39 (7.45)	0.03 (0.67)	0.03 (0.53)	0.28 (5.31)	—
Residual	..	4.79 (85.63)	0.11 (2.05)	0.14 (2.54)	0.16 (2.84)	0.01 (0.20)	0.21 (3.73)	* (0.01)
Large Presses	..	5.41 (84.28)	0.14 (2.13)	0.16 (2.46)	0.23 (3.63)	0.01 (0.22)	0.25 (3.93)	—
Small Presses	..	3.50 (90.23)	0.07 (1.78)	0.11 (2.80)	0.01 (0.16)	* (0.12)	0.12 (3.04)	* (0.06)
All India	..	4.79 (83.74)	0.13 (2.24)	0.23 (4.02)	0.11 (1.98)	0.01 (0.15)	0.28 (4.90)	0.01 (10.14)
Large Presses	..	5.29 (82.65)	0.16 (2.46)	0.26 (4.04)	0.15 (2.35)	0.01 (0.11)	0.32 (5.12)	0.01 (0.15)
Small Presses	..	3.52 (86.81)	0.05 (1.35)	0.16 (3.93)	0.02 (0.48)	0.01 (0.28)	0.16 (4.03)	* (0.09)

\* Less than Re. 0.005 per man-day worked.

NOTE:—Figures within brackets are percentages to totals in Col. 13. They have been calculated by taking the amounts up to four decimal places.

(a) Includes basic wage, dearness allowance, incentive bonus and attendance bonus.

(b) Includes extra payments for working on holidays.

(c) Includes house-rent allowance, travelling allowance, etc., and other *ex-gratia* payments.

STATEMENT 8.2—*Contd.*

Centre	Subsidies	Direct Benefits	Some other payments related to Labour Cost	Others	Total
	(d)	(e)	(f)	(g)	
	9	10	11	12	13
Maharashtra .. ..	0.12 (2.23)	* (@)	0.01 (0.27)	0.02 (0.29)	5.34 (100.00)
Large Presses ..	0.11 (1.88)	—	0.01 (0.14)	0.01 (0.22)	5.66 (100.00)
Small Presses ..	0.17 (3.97)	* (0.01)	0.04 (0.90)	0.03 (0.68)	4.17 (100.00)
Madras .. ..	0.16 (2.87)	—	0.01 (0.25)	0.05 (0.95)	5.69 (100.00)
Large Presses ..	0.21 (3.11)	—	0.01 (0.21)	0.08 (1.20)	6.84 (100.00)
Small Presses ..	0.08 (2.08)	—	0.01 (0.36)	* (0.13)	3.68 (100.00)
West Bengal .. ..	0.20 (2.54)	* (0.01)	0.03 (0.43)	* (0.05)	7.70 (100.00)
Large Presses ..	0.23 (2.71)	—	0.04 (0.49)	0.02 (0.21)	8.43 (100.00)
Small Presses ..	0.09 (1.58)	* (0.05)	0.01 (0.12)	* (0.01)	5.28 (100.00)
Residual .. ..	0.14 (2.53)	* (@)	0.02 (0.27)	0.01 (0.20)	5.59 (100.00)
Large Presses ..	0.18 (2.79)	—	0.02 (0.31)	0.02 (0.25)	6.42 (100.00)
Small Presses ..	0.06 (1.63)	* (0.01)	0.01 (0.12)	* (0.05)	3.88 (100.00)
All India .. ..	0.14 (2.48)	* (@)	0.02 (0.29)	0.02 (0.33)	5.74 (100.00)
Large Presses ..	0.16 (2.50)	—	0.02 (0.26)	0.02 (0.36)	6.40 (100.00)
Small Presses ..	0.10 (2.39)	* (0.01)	0.02 (0.39)	0.01 (0.24)	4.05 (100.00)

@ Less than 0.005 per cent.

(d) Includes expenditure on medical and health care, canteens, company housing, creches, educational and recreation services, etc.

(e) Includes direct payments made by employers to the beneficiary on occasions like birth, death, marriage, etc.

(f) Includes expenditure on recruitment, vocational training, apprenticeship, on the job medical services, etc.

(g) Includes expenditure on miscellaneous payments like supply of protective equipment to workers, pay of Labour/Welfare Officers, etc.

Statement 8.3 gives the further break-up of the 'wages' cost into various sub-groups.

## STATEMENT 8.3

*Estimated Break-up of 'Wages' Cost by Components  
(1964)*

(In Rupees)

Centre			Basic Wage and Dearness Allowance or (Consolidated wages)	Incentive/ Production Bonus	Attendance Bonus	Total
1			2	3	4	5
Maharashtra	..	..	4.51 (99.15)	0.04 (0.81)	*	4.55 (0.04)
Large Presses	..	..	4.78 (98.99)	0.05 (0.96)	*	4.83 (0.05)
Small Presses	..	..	3.54 (99.94)	*	*	3.54 (0.01)
Madras	..	..	4.42 (100.00)	—	—	4.42
Large Presses	..	..	5.19 (100.00)	—	—	5.19
Small Presses	..	..	3.09 (100.000)	—	—	3.09
West Bengal	..	..	6.00 (98.28)	0.01 (0.18)	0.10 (1.54)	6.11
Large Presses	..	..	6.49 (97.96)	0.01 (0.22)	0.12 (1.82)	6.62
Small Presses	..	..	4.36 (99.87)	—	0.01 (0.13)	4.37
Residual	..	..	4.77 (99.60)	0.02 (0.37)	*	4.79 (0.03)
Large Presses	..	..	5.39 (99.54)	0.02 (0.44)	*	5.41 (0.02)
Small Presses	..	..	3.49 (99.77)	0.01 (0.18)	*	3.50 (0.05)
All India	..	..	4.76 (99.31)	0.02 (0.45)	0.01 (0.24)	4.79
Large Presses	..	..	5.24 (99.17)	0.03 (0.54)	0.02 (0.29)	5.29
Small Presses	..	..	3.51 (99.87)	0.01 (0.09)	*	3.52 (0.04)

\* Less than Re. 0.005 per man-day worked.

NOTE:— Figures within brackets are percentages to the respective totals.

It would appear from the Statement (8.3) that almost the entire labour cost on account of 'wages' related to basic wage and dearness allowance or consolidated wages. Incentive/Production Bonus and Attendance Bonus together accounted for hardly one per cent. of the labour cost at the all-India level.

**8.2.2. Premium Pay for Overtime and Late Shifts**

Under this group, only the premium part of pay for overtime work, late shifts, work on holidays, etc., was recorded. This was represented by an amount received by the workers in addition to their normal pay. For



instance, if a worker received one and a half times his normal wages for the overtime work, the extra amount, i.e., one-half, was recorded against this item. The normal wages were included under the group 'wages'.

From the figures given in Statement 8.2 (Col. 3), it would be seen that the labour cost on account of this item was not much and formed only about 2 per cent. of the total labour cost in the Industry. It varied from Re. 0.11 per man-day worked in the Residual Group to Re. 0.16 per man-day worked in West Bengal. At the all-India level, it was Re. 0.13 per man-day worked. Its proportion was invariably higher in large-size units than that in small-size establishments.

### 8.2.3. Bonuses

Payments made in the form of festival, year-end, profit-sharing and any other similar type of bonus paid each year to the employees were recorded under this group. It would be seen from Statement 8.2 (Col. 4) that the cost on account of all such bonus payments in the Industry amounted to Re. 0.23 per manday worked and accounted for about 4 per cent. of the total labour cost. This proportion was the highest (8 per cent.) in Madras and the lowest (2.5 per cent.) in the Residual Group.

### 8.2.4. Other Payments in Cash and Money Value of Concessions in Kind

Other cash payments were those which were made to the workers regularly such as house rent allowance, servant allowance, etc., as also certain *ex-gratia* payments. Payments under this group accounted for about 2 per cent. of the total labour cost in the Industry. Their proportion to the total labour cost was invariably higher in large units as compared to that in small establishments.

Money value of concessions in kind related to such items as free supply of milk, distribution of sweets on Diwali and New Year Days, etc. Their share in the total labour cost was insignificant.

### 8.2.5. Social Security Contributions

Expenses incurred by employers on various social security measures constituted one of the major elements of labour cost. Since the employers were statutorily obliged to undertake some of the social security measures, separate data were collected in respect of expenditure incurred on obligatory and non-obligatory social security contributions. The combined cost on account of this component of labour cost works out to Re. 0.29 per man-day worked or about 5 per cent. of the total labour cost. Its proportion was the highest (about 7 per cent.) in Madras and the lowest (about 4 per cent.) in the Residual Group. The expenditure incurred in large units on this item of labour cost was higher than that in small units. Almost the whole of the expenditure was on obligatory social security contributions.

Statistics in respect of the obligatory social security contributions were collected for the following items:—

1. Provident Fund.
2. Retrenchment Compensation.
3. Compensation for lay-off.
4. Employees' State Insurance Scheme.

5. Compensation for Employment Injury.
6. Compensation for Occupational Diseases.
7. Maternity Benefits.
8. Dependants' Allowance.
9. Gratuity.
10. Others.

Statement 8.4 gives details about the estimated cost of social security contributions under each item for which information was collected.

#### STATEMENT 8.4

#### *Estimated Cost of Social Security Contributions per Man-day Worked (1964)*

(In Rupees)

		OBLIGATORY				
Contro		Provident Fund Contribu- tions	Retrench- ment Compensa- tion	Employees' State Insurance Contribu- tions	Compensa- tion for Employ- ment Injury	Maternity Benefits
1		2	3	4	5	6
Maharashtra ..	..	0.20 (73.86)	* (1.63)	0.06 (20.24)	* (0.48)	* (0.04)
Large Presses	..	0.22 (74.54)	* (0.91)	0.06 (19.58)	* (0.45)	* (0.03)
Small Presses	..	0.14 (70.50)	0.01 (5.25)	0.05 (23.71)	* (0.54)	* —
Madras ..	..	0.26 (70.75)	0.01 (1.32)	0.09 (24.75)	* (0.27)	* (0.03)
Large Presses	..	0.35 (71.71)	0.01 (1.24)	0.12 (24.97)	—	—
Small Presses	..	0.10 (65.84)	* (1.84)	0.04 (23.47)	* (1.78)	* (0.07)
West Bengal ..	..	0.31 (66.08)	* (0.26)	0.14 (29.45)	—	—
Large Presses	..	0.3 (65.83)	* (0.29)	0.15 (28.99)	—	—
Small Presses	..	0.19 (67.64)	—	0.09 (32.36)	—	—
Residual ..	..	0.15 (72.72)	* (0.10)	0.05 (20.70)	* (0.38)	* (0.05)
Large Presses	..	0.18 (72.80)	* (0.04)	0.05 (19.23)	* (0.44)	* (0.04)
Small Presses	..	0.09 (72.43)	* (0.34)	0.03 (27.14)	* (0.09)	—
All India ..	..	0.20 (71.56)	* (0.89)	0.07 (22.86)	* (0.32)	* (0.03)
Large Presses	..	0.23 (71.89)	* (0.61)	0.07 (22.24)	* (0.28)	* (0.03)
Small Presses	..	0.12 (69.82)	* (2.27)	0.04 (26.07)	* (0.55)	* @

STATEMENT 8.4—*contd.*

Centre	OBLIGATORY— <i>contd.</i>			Non-obligatory	Total for Obligatory and Non-obligatory	Percentage of Social Security Contributions to the total Labour Cost
	Gratuity	Others	Total			
1	7	8	9	10	11	12
Maharashtra ..	0.01 (3.75)	—	0.27	*	0.27	5.09
Large Presses ..	0.01 (4.49)	—	0.29	*	0.29	5.11
Small Presses ..	—	—	0.20	*	0.20	4.98
Madras ..	0.01 (2.88)	—	0.37	0.05	0.42	7.27
Large Presses ..	0.01 (2.08)	—	0.49	0.07	0.56	8.6
Small Presses ..	0.01 (7.36)	—	0.15	0.01	0.16	4.37
West Bengal ..	0.02 (4.21)	—	0.47	—	0.47	6.08
Large Presses ..	0.03 (4.89)	—	0.53	—	0.53	6.22
Small Presses ..	—	—	0.28	—	0.28	5.31
Residual ..	0.01 (5.38)	*	0.21	*	0.21	3.74
Large Presses ..	0.02 (6.62)	*	0.25	—	0.25	3.93
Small Presses ..	—	—	0.12	*	0.12	3.10
All India ..	0.01 (4.16)	*	0.28	0.01	0.29	5.04
Large Presses ..	0.02 (4.71)]	*	0.32	0.01	0.33	5.27
Small Presses ..	* (1.29)	—	0.16	*	0.16	4.12

@ Less than 0.005 per cent.

\* Less than Re. 0.005 per man-day worked.

NOTE:—Figures within brackets are percentages to the totals in Col. 9. They have been calculated by taking the amounts up to four decimal places.

It would be seen from the Statement that so far as obligatory social security contributions are concerned, the main components were provident fund, Employees' State Insurance Contributions and gratuity which accounted for about 72, 23 and 4 per cent. respectively of the total cost on obligatory social security contributions at the Industry level. The expenditure incurred by the employers on non-obligatory social security contributions was only Re. 0.01 per man-day worked at the All-India level and it related mainly to gratuity payments and/or pension.

### 8.2.6. *Subsidies*

Cost to employers for providing certain facilities and services to workers and their families was collected under this head. The facilities listed were Medical and Health Care, Canteens, Restaurants and Other Food Services, Company Housing, Building Funds, Credit Unions and Other Financial Aid Services, Creches, Educational Services, Cultural Services, (e.g., Library, Reading Rooms, etc.), Recreation Services (Clubs, Sports, etc.) Transport, Sanitation (at work places), Drinking Water Facilities, etc. The net amount spent, including depreciation but excluding any capital expenditure, was recorded. In the course of the pilot enquiry, it was noticed that in most of the cases, employers did not maintain any records separately for the above mentioned items or expenses related not only to persons falling within the scope of the Study but also to others. Hence, the field staff were asked to obtain estimates, wherever such statistics were not available separately, for the above-mentioned items, and/or for the employees covered by the Study only. In the latter case, estimates were made on the basis of the proportion that the employees coming under the scope of the Study formed to the total employees. As would appear from Statement 8.2 (col. 9), at the all-India level, the cost of subsidies per man-day worked was Re. 0.14, constituting about 2.5 per cent. of the total labour cost in the Industry. Statement 8.5 gives details in respect of the cost on subsidies incurred by the employers in the Printing Press Industry.

It would appear from the Statement (8.5) that the main items of expenditure at the all-India level were Medical and Health Care, Canteens, Transport, Sanitation and Washing Facilities.

### 8.2.7. *Direct Benefits*

Direct benefits are those benefits which are paid by the employers directly to the beneficiary on occasions like birth, death, marriage, etc., without any intermediary or external agency. The Survey results show that expenses incurred by employers on this account were negligible.

### 8.2.8. *Some Other Payments Related to Labour Cost.*

Under this group, expenses relating to on-the-job medical services, cost of recruitment and remuneration paid to apprentices incurred by the employers were recorded. The total cost incurred on account of all these items amounted to a small sum of Re. 0.02 per man-day worked (Statement 8.2) at the Industry level. -

### 8.2.9. *Others*

Under this head, only those expenses which could not be grouped under any of the heads or sub-heads of the labour cost items were recorded. They related to the cost incurred by the employers on account of protective clothings, pay of Welfare Officers, etc. The total cost incurred on account of all these items amounted to Re. 0.02 per man-day, worked (Statement 8.2) at the Industry level.

## STATEMENT 8.5

*Estimated Cost of Subsidies Per Man-day Worked*  
(1964)

(In Rupees)

Centre	Medical and Health Care	Canteens	Restau- rants and Other Food- Services	Company Housing	Credit Unions, etc.
1	2	3	4	5	6
Maharashtra .. ..	0.06 (48.41)	* (0.59)	—	0.01 (3.94)	* (0.34)
Large Presses ..	0.04 (36.49)	* (0.84)	—	0.01 (5.16)	* (—)
Small Presses ..	0.13 (76.55)	—	—	* (1.15)	* (1.09)
Madras .. ..	0.02 (9.25)	0.05 (31.54)	0.02 (9.92)	* (0.06)	* (1.29)
Large Presses ..	0.02 (9.81)	0.08 (38.03)	0.02 (11.92)	—	* (0.66)
Small Presses ..	0.01 (6.54)	—	—	* (0.26)	* (4.18)
West Bengal .. ..	0.05 (23.45)	0.09 (44.91)	—	* (0.82)	—
Large Presses ..	0.06 (24.18)	0.11 (49.80)	—	* (0.92)	—
Small Presses ..	0.02 (16.65)	—	—	—	—
Residual .. ..	0.01 (8.14)	0.01 (5.17)	0.01 (5.45)	* (1.91)	* (0.21)
Large Presses ..	0.02 (9.04)	0.01 (6.08)	0.01 (6.42)	* (2.06)	* (0.28)
Small Presses ..	* (3.00)	—	—	* (1.10)	—
All India .. ..	0.03 (23.15)	0.02 (14.00)	0.01 (3.66)	* (2.11)	* (0.35)
Large Presses ..	0.03 (19.10)	0.03 (17.28)	0.01 (4.51)	* (2.38)	* (0.19)
Small Presses ..	0.04 (40.37)	—	—	* (0.93)	* (1.14)

STATEMENT 8.5—*Contd.*

(In Rupees)

Centre		Educational Services	Cultural Services	Recreation Services	Transport	Sanitation
1		7	8	9	10	11
Maharashtra ..	..	0.01 (7.21)	* (0.92)	* (0.01)	* (0.17)	0.03 (27.35)
Large Presses	..	0.01 (10.22)	* (1.22)	— —	— 1.54	0.04 (34.43)
Small Presses	..	—	—	(1.41)	* 0.54	0.02 (10.82)
Madras ..	..	* (0.12)	* (2.26)	0.01 (8.45)	—	0.04 (22.23)
Large Presses	..	—	* (1.36)	0.02 (10.14)	—	0.04 (18.40)
Small Presses	..	* (0.52)	0.01 (6.80)	* (0.26)	—	0.03 (40.91)
West Bengal ..	..	—	0.01 (2.92)	* (0.20)	—	0.04 (19.76)
Large Presses	..	—	0.01 (1.80)	—	—	0.04 (17.92)
Small Presses	..	—	0.01 (13.17)	* (2.28)	—	0.03 (36.77)
Residual ..	..	* (0.99)	* (2.55)	* (0.64)	0.04 (29.82)	0.04 (28.26)
Large Presses	..	* (1.06)	* (1.62)	* (0.73)	0.06 (34.88)	0.05 (24.94)
Small Presses	..	* (0.47)	* (8.32)	* (0.32)	* (0.16)	0.03 (47.63)
All India ..	..	* (2.60)	* (2.04)	* (1.97)	0.02 (11.26)	0.04 (25.76)
Large Presses	..	0.01 (3.19)	* (1.50)	0.01 (2.38)	0.02 (13.84)	0.04 (25.24)
Small Presses	..	* (0.21)	* (4.35)	* (0.31)	* (0.31)	0.03 (27.95)

STATEMENT 8.5—*contd.*

Centre	Drinking Water	Washing Facilities	Others	Total	Percentage of Sub- sidies to the Total Labour Cost
1	12	13	14	15	16
Maharashtra .. ..	* (2·18)	0·01 (6·96)	* (0·92)	0·12	2·23
Large Presses ..	* (1·88)	0·01 (7·13)	* (1·22)	0·11	1·88
Small Presses ..	0·01 (2·84)	0·01 (6·65)	* (0·36)	0·17	3·97
Madras .. ..	0·01 (5·08)	0·01 (7·29)	* (2·51)	0·16	2·87
Large Presses ..	0·01 (2·96)	0·01 (3·66)	0·01 (3·06)	0·21	3·11
Small Presses ..	0·01 (15·69)	0·02 (24·84)	- -	0·08	2·08
West Bengal .. ..	* (1·69)	0·01 (6·25)	—	0·20	2·54
Large Presses ..	* (1·40)	0·01 (3·98)	—	0·23	2·71
Small Presses ..	0·01 (4·07)	0·02 (27·06)	—	0·09	1·58
Residual .. ..	0·01 (3·75)	0·02 (12·54)	* (0·57)	0·14	2·53
Large Presses ..	0·01 (2·79)	0·02 (9·49)	* (0·61)	0·18	2·79
Small Presses ..	0·01 (9·15)	0·02 (29·97)	* (0)	0·06	1·63
All India .. ..	0·01 (3·17)	0·01 (9·01)	* (0·92)	0·14	2·48
Large Presses ..	* (2·32)	0·01 (7·01)	* (1·06)	0·16	2·50
Small Presses ..	0·01 (6·62)	0·02 (17·60)	* (0·21)	0·10	2·39

\*Less than Re. 0·005 per man-day worked.

@Less than 0·005 per cent.

NOTE—Figures within brackets are percentages to total, in Col. 15. They have been calculated by taking the amounts up to 4 decimal places.

## CHAPTER IX

### SUMMARY OF FINDINGS

The Printing Press Industry is one of the major industries in the country scattered throughout its length and breadth. According to the statistics of Factories Act, 1948, there were 3,312 printing presses in the country during 1965 employing about 116 thousand workers.

On the basis of the present Survey, it has been estimated that, on the specified date i.e., 31st March, 1965, the Industry employed about 143 thousand workers, of whom about 15 per cent. were not covered under the Factories Act, 1948. The distribution of all workers (both covered and not covered under the Factories Act, 1948), according to the broad occupational groups, shows that about 77 per cent. of them were 'Production and Related workers (including Supervisory)', 'Clerical and Related Workers (including Supervisory)' constituted the next important group with about one-tenth of the total employment, closely followed by employees in the group 'Watch and Ward and Other Services' (about 6 per cent. of the total employment). The remaining workers were almost equally distributed between the groups 'Administrative, Executive and Managerial Personnel' and 'Professional, Technical and Related Personnel'.

About 6 per cent. of the Printing Presses in the country had employed women workers who constituted a little more than one per cent. of the total working force. Child labour in the Industry was almost negligible. Contract labour, though employed in about 4 per cent. of the Printing Presses in the country, formed only one per cent. of the total Production workers. About 96 and 4 per cent. of the 'Production Workers' were time-rated and piece-rated respectively.

About 78 per cent. of the 'Production Workers' in the Industry were permanent, 20 per cent. were temporary and the rest were casual workers, *badlis*, apprentices and probationers. Of the 'Production Workers' employed directly in the Printing Press Industry, about 33 per cent. had 10 years' or more of service to their credit as on 31st March, 1965, and only 16 per cent. had put in less than one year's service on this date. The rest of the workers came in the intermediary groups.

Measures to reduce absenteeism were taken in about one tenth of the Printing Presses while the proportion of the Presses having taken measures to reduce labour turnover was almost negligible.

Training and apprenticeship facilities existed in about 6 per cent. of the Printing Presses in the country and, in about 71 per cent. of them, the arrangements were only *ad-hoc*.

During March, 1965, the average daily earnings of the employees in the groups 'Administrative, Executive and Managerial Personnel', 'Professional, Technical and Related Personnel', 'Clerical and Related Workers (including Supervisory)', and 'Watch and Ward and Other Staff' were Rs. 18.92, Rs. 12.94, Rs. 8.29 and Rs. 4.48 respectively. Data collected under the Payment of Wages Act shows that, during 1965, the average daily earnings of all workers were Rs. 6.49.



A separate dearness allowance was being paid to the workers in about one-fifth of the Printing Presses in the country and in only about 7 per cent. of them, it was linked with Consumer Price Index Number. The practice of paying production/incentive bonus, house rent allowance, night shift allowance, transport or conveyance allowance and attendance bonus was prevalent in a very few units.

About 36 and 14 per cent. of the Printing Presses were paying annual bonus and festival bonus respectively to their workers. A profit-sharing bonus scheme had been introduced in only one of the presses covered in the Survey.

The practice of imposing fines was prevalent in about 2 per cent. of the Presses in the country. Deductions from wages, wherever made, were generally reported to be in conformity with the law.

About 85 per cent. of the Printing Presses in the country worked only one shift daily, 13 per cent. had two shifts and the remaining Presses worked three or four shifts a day. Night shift was being worked in about 6 per cent. of the Presses. The practice of transferring workers from the night shift to the day shift and vice versa existed in approximately 69 per cent. of such Presses. Except one small unit where daily hours of work were not fixed, no other Press was reported to be working more than 9 hours a day. In fact, in about 98 per cent. of the Presses, the daily hours of work were 8 or less. About 97 per cent. of the Printing Presses granted some rest interval to their workers.

Suitable seating arrangements for workers had been provided in about 92 per cent. of the Presses where workers were required to work in a standing position. Such basic necessities as latrines and urinals existed in about 86 and 42 per cent. of the Printing Presses, respectively, and the arrangements made were usually satisfactory.

The system of granting earned leave with pay existed in about 84 per cent. of the Printing Presses in the country. As regards the period of leave, qualifying conditions and the rate of payment, the provisions of the Factories Act, 1948, were generally followed by the managements. Statistics of earned leave granted to workers during 1961 show that about 77 per cent. of the workers in the Industry had availed themselves of earned leave during this year and about half of them took leave for over 15 days. The practice of granting casual leave and sick leave with pay to employees existed in about 24 and 12 per cent. of the Presses respectively. As many as about 98 per cent. of the units were allowing national and festival holidays with pay to the workers. All the Printing Presses surveyed were complying with the provision of the Factories Act regarding the grant of a weekly day of rest to workers.

Suitable drinking water facilities existed in almost all the Presses in the country but in nearly one-fifth of the Presses, the drinking water points were found to be located within the prohibited distance. About 95 per cent. of the units obliged to serve cool drinking water during summer had complied with the law. Including a few others which had provided the facility voluntarily, the percentage of Presses in the Industry having arrangements for cool water stood at 80. Washing facilities existed in about 89 per cent. of the Presses in the country while only about 15 per cent. of the units had provided bath rooms. Hardly 3 per cent. of the

Printing Presses in the country were under a statutory obligation to provide canteens and about four-fifths of them had actually done so. Since a few Printing Presses, even though under no statutory obligation, had provided canteens on their own, the proportion of the Presses in the country where canteens existed was about 4 per cent. Besides tea, coffee and snacks which were sold in all of them, about one-third served meals as well. Canteen Managing Committees were functioning in about one-third of the units and they were usually responsible for fixing the prices of the items sold in the canteens.

None of the Presses had provided any creche facilities although about 5 per cent. of the units in the Industry employed more than 50 women workers. Lockers were provided in hardly 2 per cent. of the units.

About one-fifth of the units obliged to provide rest-shelters had done so. Actually, rest shelters had been provided in about 3 per cent. of the units in the country, whether under obligation or not.

Recreation facilities for workers existed in only about 2 per cent. of the Printing Presses in the country. Like-wise, very few units provided educational facilities for their workers' children.

Nearly two fifths of the Printing Presses were covered under the Employees' State Insurance Scheme and the workers in them were enjoying the benefits as available under the Scheme. Besides, about 2 per cent. of the Presses had maintained dispensaries for the benefit of their workers. Hardly one-tenth of the Presses under an obligation to provide ambulance rooms had complied with the law. First-aid boxes had been kept in about 81 per cent. of the Printing Presses in the country but, in hardly one-fifth of them, the boxes contained all the items of first-aid as prescribed under the law. About one-third of the units having first-aid boxes had appointed trained first-aiders.

Housing facilities existed on a very limited scale as only four per cent. of the Printing Presses in the country had provided housing accommodation to about 7 per cent. of the workers in the Industry, as a whole.

Approximately 41 per cent. of the Printing Presses in the country had introduced various provident fund schemes for their employees and about 61 per cent. of the total number of workers in the Industry were reported to be members thereof. The benefit of pension was available in only about 2 per cent. of the Printing Presses in the country. Gratuity schemes were in operation in about 13 per cent. of the units in the Industry.

During 1964, industrial accidents took place in about 7 per cent. of the Presses and the rate of accidents worked out to only about 5 per thousand workers employed. Practically, all the accidents resulted in temporary disability.

Trade unions existed in about 30 per cent. of the Printing Presses in the country and nearly 44 per cent. of the workers were members of these unions. Collective agreements since 1956 had been concluded in hardly 9 per cent. of the units in the country. About 6 per cent. of the Printing Presses were under an obligation to frame Standing Orders and, of them 56 per cent. had complied with the legal requirement. Besides, quite a large number of the Printing Presses had also framed Standing Orders though they were not legally bound to do so. Thus, in the Industry, as a whole, Standing Orders had been framed in about 14 per cent. of the Presses.

Of the Printing Presses under a legal obligation to appoint Labour/Welfare Officers, about four-fifths had done so. Works Committees had been constituted in about 44 per cent. of the Printing Presses employing 100 or more workers. Very few units had set up Production Committees or Safety Committees. A prescribed grievance procedure existed in about one-sixth of the Printing Presses in the country.

Data relating to labour cost in respect of workers covered under the Factories Act, 1948, and receiving less than Rs. 400 per month show that, during 1964, the cost per man-day worked in the Industry was Rs. 5.74. 'Wages', i.e., basic wage, dearness allowance, incentive bonus and attendance bonus, was the main component and accounted for about 83 per cent. of the total labour cost. Other major components of labour cost were social security contributions, bonuses, subsidies and premium pay for overtime and late shifts.

Salient features of the Printing Press Industry in the country, as thrown up by the present survey, are presented in Statement 9.1.

#### STATEMENT 9.1

##### *Salient Features of the Printing Press Industry*

Particulars	Estimates for the Industry, as a Whole
1	2
<b>Employment—</b>	
Total .. .. .	1,13,397
Of which Production and Related Workers .. .. .	77%
Others .. .. .	23%
Women Labour .. .. .	1.4%
Production Workers (Total) .. .. .	1,07,838%
Of which time-rated .. .. .	96%
Piece-rated .. .. .	4%
Employed through contractors .. .. .	1%
Production Workers Employed Directly (Total) .. .. .	1,06,792
Of which permanent workers .. .. .	78%
Workers with service of 10 years and more .. .. .	33%
<b>II. Wages and Emoluments</b>	
Average daily earnings of— ..	
(i) All workers (1965) .. .. .	Rs. 6.49
(ii) Professional, Technical and Related Personnel (March, 1965) ..	Rs. 12.94
(iii) Administrative, Executive and Managerial Personnel (March, 1965)	Rs. 18.92
(iv) Clerical and Related Workers (including Supervisory) (March, 1965)	Rs. 8.29
(v) Watch and Ward and Other Services (March, 1965) .. .. .	Rs. 4.48
<b>Proportion of—</b>	
Presses paying separate dearness allowance .. .. .	20%
Presses in which the dearness allowance was linked with the consumer Price Index Number* .. .. .	7%

\*Out of those paying separate dearness allowance.

STATEMENT 9.1—*contd.*

1	2	3
Presses paying production/incentive bonus .. .. .	.. .. .	1%
Presses paying annual bonus .. .. .	.. .. .	36%
Presses paying festival bonus .. .. .	.. .. .	14%
<b>III. Hours of Work, etc.—</b>		
(Proportion of)		
Units where daily hours of work were 8 or less .. .. .	.. .. .	98%
Units where weekly hours of work were 48 or less .. .. .	.. .. .	99.7%
Units where spread-over was up to 9½ hours .. .. .	.. .. .	89%
Units where rest-interval was up to one hour .. .. .	.. .. .	80%
<b>IV. Leave and Holidays with Pay—</b>		
(Proportion of units granting)		
Earned leave .. .. .	.. .. .	84%
Sick leave .. .. .	.. .. .	12%
Casual leave .. .. .	.. .. .	24%
National and festival holidays .. .. .	.. .. .	98%
Weekly off .. .. .	.. .. .	94%
<b>V. Welfare and Amenities—</b>		
(Proportion of units providing)		
Seating arrangements (out of those where workers had to do work standing) .. .. .	.. .. .	92%
Drinking water facility .. .. .	.. .. .	99%
Washing facility .. .. .	.. .. .	89%
Rest shelters .. .. .	.. .. .	8%
Canteens .. .. .	.. .. .	4%
Latrines .. .. .	.. .. .	86%
Urinals .. .. .	.. .. .	42%
Labour/Welfare Officers .. .. .	.. .. .	2%
First-aid boxes .. .. .	.. .. .	81%
Ambulance room .. .. .	.. .. .	0.3%
Recreation facilities .. .. .	.. .. .	2%
Educational facilities .. .. .	.. .. .	1%
Housing facility .. .. .	.. .. .	4%
		7.9%
<b>VI. Social Security—</b>		
(Proportion of units having)		
Provident Fund Schemes .. .. .	.. .. .	41%
Pension schemes .. .. .	.. .. .	2%
Gratuity schemes .. .. .	.. .. .	13%
Proportion of workers covered under Provident Fund Schemes .. .. .	.. .. .	61%
<b>VII. Accident Rate—</b>		
(Per thousand workers employed) .. .. .	.. .. .	4.8
<b>VIII. Industrial Relations—</b>		
Presses having trade unions .. .. .	.. .. .	30%
Proportion of workers who were members of trade unions .. .. .	.. .. .	45%
Units having concluded collective agreements .. .. .	.. .. .	9%
Presses having Standing Orders .. .. .	.. .. .	14%
Presses having Works/Joints committees .. .. .	.. .. .	3%
<b>IX. Labour Cost—</b>		
Labour cost per Man-day Worked during 1964 .. .. .	.. .. .	Rs. 5.74

\*Indicates percentage of workers housed.

## APPENDIX

### *A Brief Note on the Sample Design and the Method of Estimation Adopted*

#### 1. Sample Design

For the Survey of Labour Conditions, a multi-stage sampling procedure with industry as a stratum, with further regional strata for those industries which were found to be highly concentrated in particular regions or areas, was followed. The registered factories belonging to those industries for which regional stratification was found necessary were stratified and each centre or area of high concentration was taken as a separate regional stratum of the industry and the remaining scattered factories were clubbed together into a single residual stratum. Establishments in an industry/regional stratum were arranged in a frequency distribution fashion with suitable class intervals and were divided into two size-groups, large factories and small factories, on the basis of an optimum cut-off point derived for each industry. The optimum cut-off point was so derived that if all the establishments in the upper size group were included in the sample, the results obtained would yield an estimate of over-all employment within 5 per cent. error at 95 per cent. confidence interval, and the sample size would be minimum. The optimum cut-off point varied from industry to industry. For the Printing Press Industry it was chosen as 36 which was approximately equal to the average size of employment in the Industry. However, considering the limited resources available for the Survey of Labour Conditions and the practicability, etc., it was thought that a sample of 25 per cent. from the upper size group and 12½ per cent. from the lower size group would yield reliable results. However, the experience of earlier Surveys had shown that due to (i) non-availability of very recent frame, (ii) closures, and (iii) units changing their line of production, considerable shrinkage had occurred to the desired sample size. Hence it was decided that for taking into account such closures, etc., the required sample size should be increased to allow for the above mentioned shrinkage. Since the sample size in respect of almost all industries had been inflated to safeguard against shrinkage due to closure of units, etc., substitution was resorted to only in case of abnormal closures of units, in the manner explained below:—

I. In case of such industries where the sample size had not been inflated substitution was done to replace the sampled units found closed.

- (a) If the number of sampled units was 5 or less in size class of a particular stratum; or
- (b) The number of units found closed, etc., was more than one in a sample of 6 to 10 units of size class of particular stratum.
- (c) In cases where the sample size was more than 10 units, substitution was made when the extent of closures was 50 per cent. or more.

II. For industries where the sample size had already been inflated substitution was done only if the extent of closures was 50 per cent. or more irrespective of the size of the sample unless such a high rate was already noticed in the Second Occupational Wage Survey and consequently taken into account in fixing the sample size.

The ultimate sampling units, namely registered factories, within an industry/regional stratum were arranged by contiguous States and within each State by contiguous districts in a serpentine fashion so that districts formed a continuous chain from one State to another. Having arranged the list of units in the above manner, the units above the optimum cut-off point were taken in the upper-size class and the rest in the lower-size class. From these size-groups, the required number of units were selected by systematic sampling with a random start. The frame on the basis of which the sample was selected in the case of Printing Presses was the list of registered factories for the year 1963\*.

## 2. Method of Estimation

In the course of the Survey, various characteristics were studied, some of which were correlated with employment whereas there were others which were not correlated with employment but with the number of establishments. Consequently, two different methods were used for working out estimates.

For estimating the totals of those characteristics which are highly correlated with employment such as labour cost, etc., ratio of total employment was used as the blowing up factor. For estimating the totals of those characteristics which are not correlated with employment such as, number of units providing certain welfare facilities, etc., the ratio of units was used as the blowing up factor. Estimates of percentages have been arrived at by computing in each case the ratio of the estimates of the totals for the two characteristics involved.

More precisely, the estimate for the total of a particular characteristic not correlated with employment in a particular stratum has been obtained as:—

$$X = \frac{N_u - N'_u}{n_u - n'_u} \sum_i X_{iu} + \frac{N_l - N'_l}{n_l - n'_l} \sum_i X_{il} \quad \dots \quad (i)$$

The summation extending over all the sampled units surveyed in the stratum.

Where  $X$  = the estimated total of the X—characteristic for a particular stratum.

$N_u$  and  $N_l$  = the number of units in the original population as featuring in the 1963 List, which was used as frame, in the upper and lower size groups respectively of the stratum.

$N'_u$  and  $N'_l$  = the number of units which featured in the 1963 list but were not featuring in the list relating to the period more or less coinciding with the period of the Survey in the upper and lower size-groups respectively, of the stratum.

$n_u$  and  $n_l$  = the total number of units in the sample (from 1963 list) in the upper and lower size groups respectively of the stratum.

\* For Andhra Pradesh and Maharashtra the list relates to the year 1962.

$n'_u$  and  $n'_l$  = the number of sampled units, which were found at the time of the Survey to be closed or to have changed the line of production and hence left out in the upper and lower size groups respectively of the stratum.

$X_{iu}$  and  $X_{il}$  = the total of the characteristic  $X$  in the  $i$ th sample unit of the upper and lower size groups respectively of the stratum.

In any stratum the estimate for the characteristic— $Y$  correlated with employment is given by:—

$$Y = \frac{E_{Nu} - N'_u}{E_{nu} - n'_u} \sum_i Y_{iu} + \frac{E_{Nl} - N'_l}{E_{nl} - n'_l} \sum_i Y_{il} \quad \dots (ii)$$

The summation extending over all the sampled units surveyed in the stratum.

Where  $Y$  = the estimated total of the characteristic— $Y$  for a particular stratum.

$E_{Nu} - N'_u$  and  $E_{Nl} - N'_l$  = the total employment in 1963 in  $N_u - N'_u$  and  $N_l - N'_l$  units respectively, of the stratum.

$E_{nu} - n'_u$  and  $E_{nl} - n'_l$  = the total employment in 1963 in  $n_u - n'_u$  and  $n_l - n'_l$  sampled units respectively of the stratum

$Y_{iu}$  and  $Y_{il}$  = the total of characteristic  $Y$  in the  $i$ th sample unit of the upper and lower size groups respectively of the stratum.

The totals for an industry are obtained by summing up the totals obtained on the basis of the above formulae for each one of the strata of an industry.

# ERRATA TO THE REPORT ON SURVEY OF LABOUR CONDITIONS IN PRINTING PRESSES IN INDIA

Serial No.	Reference	For	Read
1	Inside back cover page, Published Reports on Survey of Labour Conditions—		
	(i) S. No. 18, Col. 5, 10th line from top	or 55 \$ 6 Cents.	or 1 \$ 55 cents.
	(ii) S. No. 22, Col. 5, 22nd line from top	or 1 \$ 52 cents.	or 1 \$ 62 cents.
	(iii) S. No. 32, Col. 5, 8th line from bottom.	or 15 Sh. 8 d.	or 15 Sh. 2 d.
2	Page 7, Statement 2·2, All India Small Presses, Col. 6.	6)·5	(9·5
3	Page 25, Statement 4·4, Madras Large Presses, Col. 3.	Blank	—
4	Page 34, Statement 5·1		
	(i) West Bengal, Small Presses Col. 9	40.	40·0
	(ii) Residual, Col. 9	2	25·9
5	Page 37, 13th line from bottom	then	their
6	Page 39, 12th and 13th lines from bottom	about 43 per cent. in West Bengal. In cent. in the Residual Group and about 6 per cent. in West Bengal.	about 43 per cent. in Madras, 24 per cent. in the Residual Group and about 6 per cent. in West Bengal.
7	Page 46, Statement 6·2— <i>contd.</i> All India, Large Presses, Col. 2	516	515
8	Page 51, 11th line from top	about per cent.	about 6 per cent.
9	Page 55, Statement 8·2—		
	(i) Heading Col. 1	Centre (a)	Centre
	(ii) Heading Col. 2	Wages (b)	Wages (a)
	(iii) Heading Col. 3	Premium Pay for overtime and late shifts (c).	Premium Pay for overtime and Late Shifts (b)
	(iv) Heading Col. 5	Other Cash Payments	Other Cash Payments (c)
10	Page 55, Statement 8·2.		
	(i) All-India, Col. 2.	(83·74)	(83·47)
	(ii) All-India, Col. 8	10·14)	(0·14)
11	Page 59, Statement 8·4		
	(i) Maharashtra, Small Presses, Col. 6	—	—
	(ii) Madras, Small Presses, Col. 2	0·10 (65·84)	0·10 (65·48)
	(iii) West Bengal, Large Presses, Col. 2	0·3 (65·83)	0·35 (65·83)



Serial No.	Reference	For	Read
12	Page 60, Statement 8·4— <i>contd.</i> Heading, Col. 12	Percentage of Social Obligatory Security Contributions to the total Labour Cost	Percentage of Social Security Contributions to the total Labour Cost
13	Page 63, Statement 8·5	—	—
	(i) Maharashtra, Large Presses, Col. 9	—	—
	(ii) Maharashtra, Large Presses, Col. 10	—	(1·41)
		1·54	—
	(iii) Maharashtra Small Presses, Col. 9	(1·41)	—
14	Page 67, 9th line from bottom	44 per cent.	45 per cent.
15	Page 68, Statement 9·1 Production Workers (Total) Col. 2	1,07,838 %	1,07,838

## (ii)

1	2	3	4	5
				Rs P.
16	DLB-74/800	Report on Survey of Labour Conditions in Metal Rolling Factories in India.	1966	3.40 or 8 Sh.
17	DLB-109/800	Report on Survey of Labour Conditions in Manganese Mining Industry in India.	1967	or 1 \$ 23 cents. 4.85 or 11 Sh. 4d.
18	DLB-97/800	Report on Survey of Labour Conditions in Mica Mining Industry in India.	1967	or 1 \$ 75 cents. 4.30 or 10 Sh. 1d.
19	DLB-113/700	Report on Survey of Labour Conditions in Gold Mines in India.	1967	or 55 \$ 6 cents. 2.70 or 6 Sh. 4d.
20	DLB-78/950	Report on Survey of Labour Conditions in Cotton Textile Factories in India.	1967	or 98 cents. 7.00 or 16 Sh. 4d.
21	DLB-105/800	Report on Survey of Labour Conditions in Coffee Plantations in India.	1967	or 2 \$ 52 cents. 3.45 or 8 Sh. 1 d.
22	DLB-112/950	Report on Survey of Labour Conditions in Sugar Factories in India.	1967	or 1 \$ 25 cents. 4.50 or 10 Sh. 6d.
23	DLB-117/950	Report on Survey of Labour Conditions in Tea Plantation and Tea Factories in India.	1967	or 1 \$ 52 cents. 4.40 or 10 Sh. 4d.
24	DLB-118/900	Reports on Survey of Labour Conditions in Coal Mining Industries in India.	1968	or 1 \$ 59 cents. 7.75 or 18 Sh.
25	DLB-107/800	Report on Survey of Labour Conditions in Iron Ore Mining Industry in India.	1968	or 2 \$ 79 cents. 3.60 or 8 Sh. 5d.
26	DLB-110/800	Report on Survey of Labour Conditions in Ship Building and Repairing Factories in India.	1968	or 1 \$ 30 cents 3.45 or 8 Sh. 1d.
27	DLB-138/800	Report on Survey of Labour Conditions in Glass Factories in India	1969	or 1 \$ 25 cents. 8.50 or 19 Sh. 10 d.
28	DLB-134/750	Report on Survey of Labour Conditions in Artificial Manure Factories in India.	1969	or 3 \$ 06 cents. 6.85 or 16 Sh. 0 d.
29	DLB-143/800	Report on Survey of Labour Conditions in Hydrogenated Oil Factories in India.	1969	or 2 \$ 47 cents. 4.15 or 9 Sh. 9 d.
30	DLB-137/800	Report on Survey of Labour Conditions in Fine and Pharmaceutical Chemical Factories in India.	1969	or 1 \$ 50 cents. 6.25 or 14 Sh. 7 d.
31	DLB-140/800	Report on Survey of Labour Conditions in Cigarette Factories in India.	1969	or 2 \$ 25 cents. 2.90 or 6 Sh. 10 d.
32	DLB-136/800	Report on Survey of Labour Conditions in Footwear Factories in India.	1969	or 1 \$ 5 cents. 6.50 or 15 Sh. 8 d.
33	DSB-146/800	Report on Survey of Labour Conditions in Electric Light and Power Stations.	1969	or 2 \$ 34 cents. 4.10 or 9 Sh. 7 d.
34	DLB-145/800	Report on Survey of Labour Conditions in Tanning and Leather Finishing Factories in India.	1969	or 1 \$ 48 cents. 6.50 or 15 Sh. 2 d.
				or 2 \$ 34 cents.



